



# Modern Slavery and Human Trafficking Statement



The Garfield Weston Foundation (the 'Foundation') strives to operate to the highest ethical standards in all our work, in our business dealings and wider relationships. We recognise that slavery and human trafficking is a real yet hidden issue in our society. We believe we have a responsibility to be alert to modern slavery and human trafficking risks, within our organisation and beyond. This statement provides some background to our organisation and partners.

## Overview and Structure

Established in 1958, the Foundation is a family-founded, charitable grant-making entity, which supports a wide range of causes across the UK and has donated over £1 billion in total to a wide range of charities, from small community and volunteer projects to large national organisations. The Foundation is governed by a board of Trustees and, together with senior management, they are highly involved in the work of the Foundation and bring a broad range of knowledge and experience across both commercial and charitable sectors.

The Foundation holds 79.2% of Wittington Investments Limited ('Wittington'). The business of Wittington is the management of investments in a wide range of assets, the most significant of which is Wittington's holding in Associated British Foods plc ('ABF'), a diversified international food, ingredients and retail group. Wittington publishes its own Modern Slavery and Human Trafficking Statement on its website at [www.wittington-investments.co.uk/wp-content/uploads/ModernSlaveryHumanTraffickingStatement2020.pdf](http://www.wittington-investments.co.uk/wp-content/uploads/ModernSlaveryHumanTraffickingStatement2020.pdf). ABF also publishes its own Modern Slavery and Human Trafficking Statement on its website at [www.abf.co.uk/responsibility](http://www.abf.co.uk/responsibility).

## Supply Chain

We consider the risk of slavery or human trafficking within our supply chain (being staff and services provided to assist with the management and administration of the Foundation) to be low. The supply chain involves very few direct partners, contractors and suppliers, with the majority being based in the UK. We are committed to continuously improving our practices to identify and eliminate any slavery and human trafficking in our supply chains, and to act ethically and with integrity in all our relationships.

## Our Approach

Notwithstanding the relatively low risk, we understand the importance of combatting slavery and human trafficking and we are committed to ensuring that modern slavery is not taking place in our organisation or our supply chains and that monitoring our business and suppliers is proportionate and risk-based.

We work to the highest ethical standards, maintaining and improving our policies and processes to avoid any potential complicity in human rights violations related to our operations. We encourage an open, transparent and collaborative culture in all our dealings with suppliers, employees and other people with whom we come into contact. We believe that all employment should be freely chosen and are opposed to any form of child labour or practices that inhibit the development of children. We have a whistleblowing policy and ensure that all staff are able to demonstrate their eligibility to work in the UK.