

Anti-Modern Slavery Policy 2020

Policy Statement

Modern slavery is an exploitative crime and a violation of human rights. It takes various forms, such as forced or compulsory labour, debt bondage, child slavery, human trafficking and servitude; all of which deprive individuals of their liberty for the personal or financial gain of another individual, group or corporation.

The United Kingdom Modern Slavery Act of 2015 requires businesses with a demonstrable presence in the UK to publish an annual statement specifying the efforts taken to prevent slavery and human trafficking anywhere in their own business or their supply chain. This first statement sets out the stance of MBP Solution Ltd and its group companies (collectively, MBP Solutions Group) against modern slavery, and its pledge to implement and enforce effective systems to ensure that modern slavery does not take place in the business or its supply chains. It relates to our commitments during the current financial year (1 January 2020 to 31 December 2020) and applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Responsibility for the policy

- The board of directors has the overall responsibility for ensuring that this policy complies with our legal and ethical obligations and that all those under our control comply with it.
- The human resources (HR) team must ensure that our recruitment practices always comply with human and labour rights legislation. The team must also ensure that key employees are given adequate and regular training on modern slavery in supply chains.
- Management at all levels is responsible for ensuring that those reporting to them understand and comply with this policy.
- The legal and sustainability manager has the responsibility to update the policy each year, within 6 months of our organisation's financial year-end.
- All persons working for us or on our behalf in any capacity must read, understand and comply with this policy. They must notify their manager as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.

Comments, suggestions and queries about this policy are encouraged and should be addressed to the legal and sustainability manager or the HR Manager.

What we do

MBP Solutions Group is a world leader in the collection, handling, processing, production, and application of biological by-products, waste and related services. We focus on the optimal use of residues through the development of innovative by-product and residue solutions, with an open book approach to incorporating full traceability.

Our services

We offer a wide variety of specialist services, including by-product and waste collection and handling, as well as a world-leading by-product management outsourcing service (OMBP). We do monitoring, sampling, analysis, logistics, sales, marketing and registration with authorities. When required, we also make the necessary arrangements for storage, cleaning, filtering and the addition of additives and repackaging.

Our Products

We offer a wide range of products including biofuels, bioliquids, substrates for biogas production, soil improvement products, high-quality animal feed and pet food products, in addition to specialist technical products for a wide range of applications.

Regions of operation

Headquartered in Switzerland, MBP Solutions Group has offices in other eight countries: UK, Denmark, Norway, Sweden, Netherlands, Italy, United States and Canada. We employ over 90 professionals; sell products in more than 50 countries, and handle over 210,000 tonnes of biological residues every year for a diverse range of clients from industries using biological raw material.

Our supply chains

We provide by-product and waste management services to industries that prefer to focus on their core products. These are our tier 1 suppliers (direct suppliers), who are mostly companies from the omega-3, fish meal, oleochemical, food, beverages, feed, pharmaceutical, and nutritional supplements markets. Based on our expertise and technical knowledge of raw materials in various sectors, we find sustainable applications for the by-products and waste collected and supply them to customers as raw material substitutes in the areas of biofuels, technical oils, animal feed, fertilisers and anaerobic digestion substrates.

These synergies facilitate the use of Earth's limited resources in a way that minimises its impacts on the environment while delivering greater value with less input. As a result, our suppliers and customers generate less waste, reduce business costs, earn economic benefits, reduce risks to public health and the environment, and ultimately, contribute to complementary policy areas such as the green economy, innovation for sustainability and the circular economy.

Our policies

MBP Solutions Group is committed to high standards of corporate governance. As a signatory to the United Nations Global Compact, our company upholds the universal principles of human rights, labour, environment and anti-corruption. Our Code of Ethics, Personnel Handbook and policies address key areas that are directly or indirectly connected to modern slavery, such as human rights, anti-bribery and anti-corruption, non-discrimination and equality, grievance, and disciplinary conduct.

In particular, our Human Rights Policy Statement incorporates the international labour rights, the fundamental human rights and the UN Global Compact principles. We guarantee decent work to all our employees, and prohibit discrimination, harassment, forced or compulsory labour, child labour, and any other form of labour that constitutes a violation of fundamental human and labour rights.

Due Diligence

We require all our employees to read, understand and comply with our policies, which are updated regularly, communicated via e-mail and made available on our HR Hub.

Our recruitment protocols ensure that wherever we operate, we respect the human rights of all the persons working for us or on our behalf in any capacity, and guarantee that we do not engage in any form of modern slavery through our employment practices. We comply with national laws on working hours, resting time, periodic leaves, fair income, equality and decent treatment.

Performance Indicators

We are planning to use the following Key Performance Indicators (KPIs) to measure our progress on the specific actions that our company has committed to:

- % of staff members working in supply chain management, procurement and human resources that received training on human rights, and specifically on modern slavery
- % of staff members exposed to modern slavery awareness raising
- Number of countries where we operate that were evaluated to identify greater risks associated with human rights, and particularly with modern slavery

Training

We will look for training options for key staff (e.g. staff working in supply chain management, procurement and human resources) to ensure that they have a good understanding of modern slavery and to help them identify and manage potential risks.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for MBP Solutions Group. The statement has been approved by the board of directors of MBP Solutions Ltd. on 27 April 2020 and will be reviewed annually.

Helen Sainsbury
Group CEO
MBP Solutions Group