



Slavery and Human Trafficking Statement

As a Group, we employ over 23,000 people and are committed to upholding the rights of workers. Modern slavery and human trafficking are unacceptable practices that exploit some of the most vulnerable people around the world. Kerry supports all efforts to eradicate these and other human rights abuses from international business and global supply chains.

Our Business

At Kerry Group, we provide the largest, most innovative portfolio of Taste & Nutrition technologies and systems and Functional Ingredients & Actives for the global food, beverage and pharmaceutical industries. Our consumer foods division, Kerry Foods, is also a leading consumer foods processor and supplier in selected EU markets.

Kerry's Agribusiness division works closely with the Group's 3,300 milk suppliers in the South West of Ireland, ensuring the efficient production of high quality milk as a source of premium quality, sustainably produced dairy and nutritional products.

Our Policies

At Kerry we adopt a zero tolerance approach towards the use of forced, bonded, indentured or involuntary labour in our own operations or in any activities connected with the Group. The Kerry Group mission statement guides our business activities and sets out our commitment to acting responsibly and in the interest of all our stakeholders.

'We are committed to the highest standards of business and ethical behaviour, to fulfilling our responsibilities to the communities which we serve and to the creation of long-term value for all stakeholders on a socially and environmentally sustainable basis.'

To ensure clarity on the issue of labour standards, there are a number of key policies that set out the requirements of those within the organisation and those whom we seek to do business with. These include the following:

- The **Kerry Group Code of Conduct** sets out the high ethical standards which we demand from all colleagues in carrying out our day to day operations.
- Our **Human Rights Policy** is informed by the UN declaration on human rights and affirms our commitment to upholding internationally recognised human rights.
- Our **No Child or Forced Labour Policy** explicitly prohibits the use of child or forced labour within our operations or those of anyone connected with Kerry Group.
- Kerry's **Supplier Code of Conduct** informs our supplier community of the ethical standards which Kerry demands from those who seek to do business with the Group and embeds the requirements of many of our policies within the business relationship.

Supply Chain

As a global organisation, Kerry Group sources raw materials from numerous independent suppliers around the world. One of the key priorities of the Group's sustainability programme 'Towards 2020', is to ensure our suppliers conduct their business in a responsible and ethical manner. In pursuit of our responsible sourcing goals, we have a detailed supplier Code of Conduct which outlines the minimum standards we expect from providers of goods and services. In 2016, we revised this Code, to more robustly protect the rights of workers within our supply chain and this document is explicit in directing that forced or involuntary labour shall not be permitted. Where suppliers are found to have contravened the requirements set out in this Code, Kerry Group reserves the right to terminate any associated agreement or business relationship.

Monitoring and Compliance

As a Group, we have the relevant structures in place across our global operations to appropriately manage labour issues. We use internal assessments and independent social and ethical compliance audits of our facilities to ensure that forced or involuntary labour does not exist. Our policies are communicated and available to all employees and we have an independent reporting mechanism available in multiple languages to allow for the anonymous reporting of concerns.

Within our supply chain, our Supplier Code of Conduct and Supplier Requirements Manual were revised in 2016. These will be re communicated to all of our direct suppliers in 2017. We adopt a risk based approach to identify suppliers where additional measures may be required to ensure compliance with Kerry's standards. As a member of SEDEX (Supplier Ethical Data Exchange) we use regional and sector level profiles available within this platform to determine inherent levels of risk and engage further with those suppliers where there is a greater likelihood of non-compliance.

Our independent ethics hotline is also available to our suppliers and their workers at <http://www.kerrygroup.ethicspoint.com/>.

Communication and Training

Kerry makes its policies available online to employees and communicates about any relevant changes or updates that take place. In 2016, the Group Code of Conduct and the Supplier Code of Conduct were highlighted through our award winning internal communications platform 'mykerry'. We also introduced mandatory training for colleagues on the Group's Code of Conduct through our Learning Academy and in 2017 we will roll out further mandatory online modules on the Group's sustainability programme. We are also communicating our updated Supplier Code of Conduct and Supplier Requirements Manual internally and to the Group's direct suppliers in 2017.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

A handwritten signature in black ink, appearing to read 'Stan McCarthy', with a stylized flourish at the end.

Stan McCarthy, CEO