

2018 Statement on anti-slavery, child labour and human trafficking

This Statement sets out the steps that Tate & Lyle PLC is taking to maintain and improve global policies and practices to avoid and prevent slavery, child labour and human trafficking from taking place in any of our supply chain or in our own operations and facilities.

Overarching statement

Slavery, the use of child labour and human trafficking are abuses of a person's freedoms and rights. We are wholly opposed to such abuses wherever they occur. We have taken, and will continue to take, a number of steps that seek to ensure that slavery, child labour and human trafficking do not take place in any part of our business or our supply chains. We are committed to continual improvement of our policies, standards, practices and programmes with respect to effectively eliminating these practices from any part of our business or activities.

Our structure and business

Tate & Lyle is a global provider of ingredients and solutions to the food, beverage and other industries, with operations in over 30 locations worldwide. As at 31st March 2018 we employed over 4,0000 people globally.

Our manufacturing operations comprise a network of corn wet mills in the US and Europe, a SPLENDA® Sucralose facility in the US, and a number of other ingredient processing plants and blending facilities worldwide. We have a US network of corn elevators to collect and store corn from our corn supply chain. We also have a network of applications and technical facilities; our global innovation hub, the Commercial and Food Innovation Centre in Chicago, USA; and, a network of offices worldwide. The Company is headquartered in London, UK. Further information on our structure and business is made available on our website at www.tateandlyle.com

Our supply chain

Most of our products are produced from agricultural crops, predominantly corn which is purchased from the 'corn belts' of the US and Europe, both direct from farmers and indirectly from farming cooperatives and others. We make SPLENDA® Sucralose and a portion of our citric acid from sugar, which is purchased predominantly from the US and Brazil. Our SFI business uses smaller volumes of a variety of mainly agricultural products, sourced globally depending on the particular raw material, to produce blended ingredient solutions.

In addition to ingredients for our products, our supply chain also provides services to cater for the operational needs of our manufacturing plants and other elements of our business. Our supplies are often located in the same country as our facilities.

Risk assessment and due diligence

We believe that the risk of slavery and human trafficking within our own organisation is substantially avoided and mitigated as a result of the policies, standards, practices and training and awareness programmes that we have in place; the oversight built into our line management structure and business operations; our use of the Sedex social and ethical compliance system (www.sedexglobal.com) including external audits of our manufacturing facilities; and, the knowledge and integrity of our staff.

We consider that the greatest risk of slavery, child labour and human trafficking is in our supply chain where we undertake procurement activities, and where operations and managerial oversight are out of our direct control. We work proactively to minimise the risk of slavery, child labour and human trafficking within our supply chains through the policies, standards, practices and training and awareness programmes described below.

Policies, standards and practices in relation to slavery and human trafficking

We are committed to maintaining the highest possible ethical standards in our business and supply chain. Our overarching global policy that explains this commitment is our Code of Ethics ('Code'). The Code sets out the behaviours we expect and require in dealings with colleagues, customers, consumers, suppliers, agents, intermediaries, advisers, governments and competitors. A number of other relevant Group policies and standards sit beneath the Code, including: Global Human Resources Policies and Standards; Global Procurement Policies and Standards; our Group Engagement of Agents and Payment of Commission Standard; and, our Group Health & Safety Policy.

Our Code of Ethics is made available in 13 languages and is communicated to our staff via our intranet, through a face-to-face training programme, and via awareness programmes globally. It is publicly available at www.tateandlyle.com.

Externally, we require our suppliers and other business partners to behave in accordance with the principles and the standards set out in our Code and in our General Conditions of Purchase we require those suppliers with whom we have a direct contractual relationship to comply with the Code.

We have utilised the Sedex social and ethical compliance system (www.sedexglobal.com) across our own manufacturing facilities for more than 10 years, including external, third-party audits of our manufacturing facilities against the SMETA 4-Pillar protocol¹ - which includes assessment against the Ethical Trading Initiative (ETI) Base Code requirements. This covers a variety of potential issues including child labour, forced labour, health and safety, freedom of association, the right to collective bargaining, discrimination, disciplinary practices, working hours and remuneration.

We use an external, independent, confidential and anonymous third-party reporting service (or 'whistle-blower hotline') for the reporting of issues or concerns regarding our Code of Ethics or any other matter; through free phone numbers in 47 countries and by email. Use of this line is open to all employees, contractors, suppliers, customers and other third parties. We promote this 'Speak Up' reporting system across the Group, and externally, through various channels including our public website, internal intranet site, and site-level posters and awareness campaigns. Any issues reported are investigated by our Group Speak Up Committee which includes the General Counsel, Vice President - Group Audit and Assurance, Executive Vice President - Human Resources, and the Head of Ethics & Compliance.

Effectiveness and performance review

We do not have key performance indicators specifically in relation to anti-slavery, child labour or human trafficking as any instance would be a non-compliance and breach of employment laws, our direct employment practices, wider Group policies / standards and / or our Code of Ethics.

Our external, independent third-party reporting service provides a confidential and anonymous mechanism for the reporting of any issues or concerns in relation to slavery, child labour or human trafficking. This contributes to our ability to assess and review the effectiveness and performance of the steps we have taken that seek to ensure that slavery and human trafficking do not take place in any part of our business or our supply chains.

The Head of Ethics & Compliance undertakes an annual process whereby management worldwide is required to positively affirm that it is not aware of any breaches of our Code, and to confirm that they have reported any breaches or issues that they became aware of during the previous year. The findings of this process are reported to the Board's Audit Committee and would include any issues or concerns in relation to slavery, child labour or human trafficking.

This Statement was approved by the Board of Tate & Lyle PLC on March 27, 2018.

By order of the Board
Javed Ahmed
Chief Executive Officer
March 27, 2018

1- the SMETA 4-Pillar audit protocol is a standardised international audit procedure and checklist to audit sites against local laws and international standards for Labour / social compliance, Safety & Health, Environment and Business Integrity; including for labour / social compliance the Ethical Trading Initiative (ETI) Base Code - which is itself based on the ILO (International Labour Organisation) Core Conventions and the UDHR (Universal Declaration of Human Rights). These audits are conducted by independent, third-party accredited audit companies using auditors that are trained and certified to conduct them.