

July 2019

FOSS

The FOSS Anti-Slavery and human trafficking statement

Internationally there has been a call for companies to take action and combat Modern Slavery and Human Trafficking in their global operations – including their supply chains. A number of countries, including the UK and Australia, have introduced legislation requiring companies, who meet certain thresholds, to report annually on the steps they are taking to prevent slavery and human trafficking from occurring.

FOSS is fully committed to respecting human and labour rights in the conduct of our business. Our stance as a company is that Modern Slavery and other forms of worker exploitation must not be tolerated. We published our first Anti-slavery statement in 2018 which is also available on our website.

Who are are

FOSS was founded in 1956 in Denmark and is a 100% family-owned company. We are known throughout the world for creating solutions that secure and improve food quality - from raw material to finished product. Our analysis instruments refine measurements into information management that enables businesses to run intelligent data-driven production with less waste and bigger yields.

We play an increasingly important role in ensuring optimal use of valuable agricultural resources and have created groundbreaking innovations throughout the years in analytical technology. FOSS provides instruments and solutions to the world's 100 largest food companies, and for over sixty years FOSS has been at the forefront of creating analytical technology.

FOSS has approximately 1600 employees worldwide with manufacturing in Denmark and China, as well as research and development facilities in Denmark and Hungary. We have sales and service companies in 32 countries and more than 75 distributors.

Our approach to Sustainability

FOSS is an active participant of the UN Global Compact, the world's largest voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN goals. Each year we produce an annual sustainability report, which details our efforts and progress in addressing the Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption. <https://www.unglobalcompact.org/what-is-gc/participants/16429-Foss>

We are also a member of SEDEX (Supplier Ethical Data Exchange), the world's largest platform for sharing responsible sourcing data on supply chains, used by more than 50,000 members in over 150 countries. As a member we are audited once every 2-3 years by a 3rd party auditor against criteria in the areas of labour rights, health & safety, the environment and business ethics. As the SEDEX audit format is updated on a regular basis to meet legislation changes and best practice, it provides us with a valuable tool to gauge and improve our sustainability performance. <https://www.sedexglobal.com/>

Engaging with our suppliers

Our work with human and labour rights focuses primarily on our global supply chain, which poses the largest risk to our business. The FOSS Supplier Code of Conduct, which is available in both English and Mandarin, is based on our own Sustainability policy and addresses a number of labour and human rights areas including forced labour, health and safety, child labour, salaries, freedom of association, and working hours, Modern Slavery and Human Trafficking. All of our suppliers must sign-off that they comply with our Supplier Code of Conduct, or demonstrate that they have comparable systems and policies in place. We also include human and labour rights in our due diligence and audits of suppliers, which are undertaken by our Quality audit team. Non-compliance with our Supplier Code of Conduct can result in termination of the business relationship.

The majority of our suppliers are based in Europe or in the Americas, where there is less risk in regards to Modern Slavery as opposed to other parts of the world. The supplier audits which have been conducted by our teams so far have not indicated any form of exploitation or Modern Slavery. In 2019 we will be reviewing our approach and focusing primarily on those global suppliers located outside of Europe and the Americas. We intend to utilise a number of internationally-recognized tools such as the [Global Slavery Index](#) and SEDEX.

This statement was approved by Peter Foss, Chairman of the board of directors.



Kim Vejlby Hansen, CEO