



## **Modern Slavery Statement**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that the I'Anson Bros group of companies (including I'Anson Bros (Holdings) Limited and its subsidiaries) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

### **Introduction**

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Group has a zero tolerance approach to any form of modern slavery.

### **Our commitment**

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

The Group manufactures and supplies animal feed throughout the UK and to over 30 countries worldwide. We have around 50 suppliers from whom we are actively sourcing at any one time. We purchase our raw materials from local farmers and from large UK based merchants.

We understand that certain industry sectors and geographical regions entail a greater risk of exploitation than others however we do not believe that our supply chain is in one of those sectors.

We have assessed our supply chain and focussed on areas at most risk from Modern Slavery ensuring that suppliers of these products or services confirm the procedures they have in place to deal with these risks. Most of our suppliers and partners have been with us for many years so we have built a relationship with them that enables us to have open discussions.

We do not have the resources to carry out audit visits on all our suppliers and so we rely on them to be honest in our discussions. However, we will continue to review this policy and undertake the necessary actions including moving business away from suppliers should we become aware of any doubts about their compliance.

### **Our policies**

We have several policies in place that confirm we will not tolerate abuse of human rights within the workplace and demonstrate that we will promote an ethical and legally compliant business conduct. These policies include, Bullying and Harassment, Whistle blowing, Equal Opportunities and Health and Safety.

We review our policies regularly to ensure they reflect current best practice and will add other appropriate policies as they are identified.

## **Training**

All key members of staff involved in sourcing have been trained to enable them to identify any potential risks and to escalate these should it be necessary. Where it is relevant and practically possible, we will offer our support to suppliers to ensure that they understand the regulations and our policies.

We also encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware.

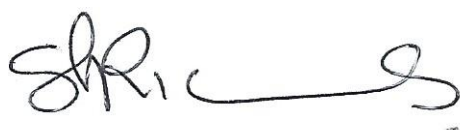
## **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

## **Due Diligence processes**

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

A handwritten signature in black ink, appearing to read 'Sarah Richardson', with a long horizontal flourish extending to the right.

**Sarah Richardson**

**Managing Director**