



Modern Slavery Statement

**June 2019 – June 2020
(Financial Year End: Feb 2019)**

Our Structure, Supply Chain, and Effectiveness Measuring

We supply Waitrose & Partners Ltd, a member of the John Lewis Partnership, with a wide range of ready to cook salmon and trout products. These products range from whole fish, fillets, portions, and loins for their fresh fish counters, to a wide range of pre-packed 'naked' and 'value added' ready to cook seafood meals.

We are committed to ensuring that our products are produced without exploitation of others and that our partners or workers, whether directly employed, or supplied through our temporary labour provider, are treated fairly, honestly, and with respect, and that their basic human rights and dignity are safeguarded at all times.

We are Sedex registered, and members of the Waitrose Farming Partnership, which is a Waitrose driven member organisation for businesses committed to continuously improving their ethical performance of both their own internal practices as well as their external supply chains. Equally, we currently conduct ethical based Self-Assessment Questionnaires on all of our farming partners, including their individual farms, with the potential scope to increase this to our wider supplier network (packaging & ingredients) in the future.

We are fully committed to being externally audited (SMETA) in April every two years, with our last audit conducted in 2018 to which we successfully passed and remain fully compliant. This regular auditing programme ensures there is an independent and transparent monitoring process undertaken against our ongoing ethical performance and business practices, and ensures we obtain regular up to date feedback, enabling us to identify opportunities and areas for improvement.

In addition, we audit our temporary labour provider, ensuring their compliance to the Ethical Trading Initiative (ETI) Base Code, Modern Slavery Act, and Gangmaster Licensing Standards, and the active measures and steps they are taking to promote best practice within their business processes. This audit process also includes independently interviewing a selection of temporary workers provided through our temporary labour provider, covering their personal experiences and their knowledge of the ethical practices and services available both the agency, and our company have in place.

Our Policies, Due Diligence, Risk Assessment

As an employee owned business, our partners are at the heart of everything we do, and it is vital that we continuously improve our ethical trading practices within our organisation. We have an independent and confidential whistle blowing service available to all our partners, workers, customers, and suppliers, and we operate to our standards set out within our Human Rights Policy, including facilitating partners rights and access to our formal, unbiased Grievance Procedure.

Our Human Rights Policy demonstrates our commitment to the maintenance, evaluation, and continuous improvement of standards set out in associated National and International laws, the International Labour Organisation conventions, and our own customers' codes of practice. This policy addresses key areas such as the employment of children and young people, security, working conditions and benefits associated with employment, and equality of treatment and representation.

Ethical Trading throughout our supply chain is viewed as a high priority. We are entrusted to ensure high standards of supply chain working conditions, and we must ensure that we work in collaboration with our



suppliers and customers to meet and exceed expectations. We work in partnership with our fish supply network conducting 'Responsible Efficient Production (REP) Assessments', reviewing worker's rights and wellbeing on farms throughout Scotland and Ireland. It is our intention to apply these practices to as much of our supply chain as is practical.

Training and Management

As part of the implementation of our ethical standards across the business and our supply chains, a number of our partners have attended various 'Stronger Together' workshops, doing so with the aim of understanding further what we can implement as an organisation to tackle modern slavery and human trafficking within our sector.

Furthermore, as part of the aforementioned Waitrose Farming Partnership, our Heads of Human Resources and Aquaculture are continuously involved in the assessment and application of practices discussed and shared within this group. This provides us with the opportunity to represent our company in the promotion of our ethical trading strategies, whilst making vital connections with other companies in the same manufacturing sector, gathering evidence-based data and learning of their new innovative approaches to tackling modern slavery and human trafficking.

We believe that by adopting and communicating our codes of practice we, in partnership with our suppliers, peers, and customers, are taking practical steps towards improving the issues of ethical and responsible sourcing and trading, overall contributing to tackling the prevalent national issues of modern slavery and trafficking in the workplace.

A handwritten signature in black ink, appearing to read "Niall MacDonald", written over a horizontal line.

Niall MacDonald
Managing Director
For and on behalf of Aquascot Ltd
Statement Approved Date: 16 April 2019