

Modern Slavery and Human Trafficking Statement

Our Policy

This statement sets out Stockcroft Limited's efforts to understand all potential modern slavery risks related to the business and to outline the steps we have taken to ensure there is no slavery or human trafficking within the business or its supply chains.

As part of the agricultural industry and food supply chain, we have a responsibility to take a robust approach to slavery and human trafficking. We are committed to preventing modern slavery and human trafficking and make a conscious effort to ensure that our supply chain is free from modern slavery and human trafficking.

Organisational structure and supply chains

We are a family business with a small number of employees supplying outdoor bred pork across the UK. None of our procedures are considered to be high risk in relation to human trafficking and modern slavery. We are constantly working towards gaining a more in-depth knowledge of the wider supply chain surrounding the business.

Our Procedures and Policies

We have several procedures in place to help ensure that modern slavery and human trafficking does not occur within the business or its wider supply chain.

The company has a secure recruitment policy in place to guarantee that the business complies with UK employment laws.

Employees are paid fairly and legally inline with the UK minimum wage.

Risk assessments are undertaken to analyse the risk of modern slavery and human trafficking throughout the business and its supply chain.

Stockcroft Ltd has in place a whistle blowing policy to encourage all its employees, customers and business partners to raise any concerns that relate to direct and indirect modern slavery and human trafficking.

Stockcroft Ltd.'s code of conduct outlines clear actions and behaviours expected from employees whilst representing the company.

Stockcroft Ltd is dedicated to ensuring all suppliers in contact with the company observe the highest standards of ethics. Suppliers are expected to provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Stockcroft Ltd works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct would lead to the termination of the business relationship.

Due diligence

The company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Stockcroft Ltd.'s due diligence and reviews include:

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- Currently mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking; we expect this to be completed by the following financial year.
- Evaluating the modern slavery and human trafficking risks of each new supplier, completing risk assessments where necessary;
- Reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping which is in progress;
- Considering the risk profile for each supplier;
- Invoking sanctions against suppliers that violate the supplier code of conduct, including the termination of the business relationship if necessary.

Training

Stockcroft Ltd. has helped employees understand more about modern slavery and human trafficking by setting out the steps taken by the firm as well as guiding them on how to report any suspicions they may come across within a business or personal scenario. We are working towards developing a more extensive training program for all staff that covers the modern slavery act in detail. This will include:

- How to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- How to identify the signs of slavery and human trafficking;
- What initial steps should be taken if slavery or human trafficking is suspected;
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- What external help is available.

As well as training staff, we are raising awareness of modern slavery issues by putting up posters across the organisation's premises and encouraging discussions around the topic.

Approval

This statement has been approved by the board of directors whom review and update it annually.

Director's Name:

SALLY STOCKINGS

Director's Signature:



Date:

22.1.2019

Date of Year End:

30/11/2019