

# Slavery & Human Trafficking statement for the financial year 2022 – 2023.

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This statement applies to WL Duffield & Sons Ltd, Duffields South West Ltd & Duffield Mills Ltd.

This statement is made to comply with Section 54 – Part 6 of the Modern Slavery Act 2015 and sets out the processes the company has taken to ensure that we have a zero-tolerance policy regarding slavery and human trafficking and child labour within the group.

Our direct supply chain is largely UK based and we still regard it to be 'low risk' regarding breaches of the 'Modern Slavery Act', we do not underestimate the possibility of such a breach and therefore recognise the ongoing need for compliance checks.

We remain confident that our business continues to be compliant with the 'Modern Slavery Act 2015', we still recognise the need to ensure external links and associations with the business also need to comply with the act and detailed below are the steps taken to ensure that our customer/supplier relations endeavour to have the same high standards in regard to this as we do.

## **Company Structure.**

Duffields are manufacturers of animal feeds from four strategically placed mills which are UFAS approved. The business is owned and controlled by the Duffield family from our Head Office at Saxlingham near Norwich in Norfolk. We have nearly 160 employees across the 4 sites and an overall turnover of £118million.

The business is focused on producing feeds for the pig, poultry, cattle, sheep, game and specialist feed sectors sold directly to farms and through the merchant trade.

Our aim is to be the most efficient producer of quality animal feeds from manufacture to distribution, sales and management enabling us to provide a highly competitive package to our customers.

The financial year for the period is 30th September 2023.

## **Supply Chain Standards.**

We believe that respecting human rights and slavery in our supply chain is primarily our supplier's responsibility. We understand that as customers we have a responsibility to ensure we communicate our expectations of our suppliers to them and as such we have developed and continue to develop means of communicating and monitoring our expectations.

All of our supply chain is as standard required to be 'approved' by industry regulated bodies.

A percentage of our supply chain deals with raw materials and we acknowledge that this is an area of possible high risk for slavery and forced labour therefore in the future extra attention and investigation will be given to those within this sector.

Any suppliers found not to be compliant will be removed immediately from our supply chain until compliance and expectations are met.

## **Internal Standards.**

For the upcoming year we expect that key staff will complete Modern Slavery Training on our internal training platform – IHasco.

Our internal audits have been updated to randomly check the compliance of our suppliers and the validity of their Slavery Policies & Statements.

Our Employment Contracts and the Company Handbook are continually reviewed and updated throughout the year to reflect recent laws & obligations, we have updated the company handbook to include new policies, our Anti Slavery Policy will be included as standard from September 2020.

The company operates a Whistle Blowing Policy to encourage employees to feel confident in reporting any suspected wrongdoing or illegal activity.

This statement will be further reviewed on an annual basis and updated as required.

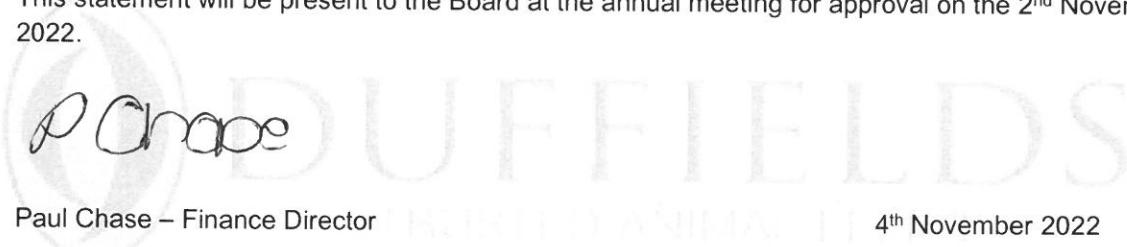
## **Approval of Statement.**

This statement will be present to the Board at the annual meeting for approval on the 2<sup>nd</sup> November 2022.



A handwritten signature in black ink that reads "P Chase".

Paul Chase – Finance Director



A large, light grey watermark of the Duffields Watermill logo is visible in the background, featuring a circular emblem with a mill and the word "DUFFIELDS" in large, spaced-out letters.

4<sup>th</sup> November 2022