



MODERN SLAVERY STATEMENT

LFF UK welcomes the UK's Modern Slavery Act and the duty it places on businesses to disclose publicly the steps they are taking to tackle forced labour and human trafficking.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

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.

LFF UK acknowledges the provisions of the Modern Slavery Act 2015. We are publishing this report to share our strategy and fulfil the reporting requirements set out in the Modern Slavery Act.

The scope of this statement covers all LFF UK processing sites namely – Farne Salmon and Trout Ltd and Lyons Seafoods Ltd. It sets out our approach, actions and programmes to prevent modern slavery and human trafficking in our business units and supply chains.

1) Policy and due diligence:

We have a global supply chain numbering hundreds of suppliers over 20 countries.

We build long term partnerships with all our suppliers who share our values and who are prepared to commit themselves to our ethics code of conduct which is consistent with internationally agreed UN conventions on workers' rights and the Ethical Trading initiative (ETI) base code.

We have a due diligence process which assesses adherence to this code.

LFF UK has established systems to enable whistle blowing.

In addition, we ensure that any temporary labour providers we use have a current Gangmasters Licensing Authority (GLA) license by checking the GLA Public Register <http://www.gla.gov.uk/our-impact/who-has-a-gla-licence/> as well as adhering to the guidelines set by them.



2) Risk assessment:

Modern slavery involves criminal activity and the signs can often be very subtle and difficult to identify, so audits can only get us so far. Therefore, we are going beyond a traditional auditing compliance approach by improving our understanding of where the risks are greatest and prioritising our activity accordingly.

We have done this by engaging stakeholders, mapping our supply chains, using risk assessment tools such as Maplecroft • Risk Assessment for Sourcing Seafood (RASS) & • Sustainable Fisheries Partnership FishSource.

In terms of understanding our greatest risk, overfishing and demand for illegal fish leads to demand for illegal, unregulated and unreported (IUU) fishing has been linked to labour exploitation. There are well known reported instances in the seafood Industry of forced or trafficked labour, several tiers down the shrimp supply chain in Thailand.

3) Awareness and collaboration

We are actively involved in a range of collaborative programmes tackling this issue such as:

1. Knowledge sharing collaborative initiatives seeking reforms at political level: Seafish Ethics Seafood Common Language Group

<http://www.seafish.org/responsible-sourcing/discussion-forums/the-seafood-ethics-commonlanguage-group>

2. Project Issara <http://www.projectissara.org/> &

The Shrimp Sustainable Supply Chain Taskforce
<http://www.shrimptaskforce.global/aims-objectives/>

which are driving improvements in the Thai seafood industry.

3. Work towards developing a credible means of supplier certifications (BAP, ASC, RFS).

In addition, we use the resources available on Stronger Together <http://stronger2gether.org/>. helping us raising awareness of issues such as forced labour, exploitative practices by labour providers and human trafficking on our UK processing sites.

This Policy Statement will be reviewed and published annually.

Craig Walker - Chief Executive
November 24th 2016