

## Modern Slavery and Human Trafficking Statement 2023

### Introduction

Modern slavery is a crime and a violation of basic human rights. It can take various forms such as servitude, forced and compulsory labour or human trafficking. All these deprive a person of their liberty and are used by some for personal or commercial gain. We are committed as a company to improving our practises in order to combat any slavery or human trafficking that may occur and to comprehensively adhere to the legislation outlined in the Modern Slavery Act 2015 (GB and NI), routinely monitoring the compliance of all parties involved.

James Tolland & Co. Ltd is a long established and trusted supplier to the agricultural supply trade. We specialise in the supply of feed raw materials to compounders, Feed Blenders and Merchants throughout Ireland. We do not sell any goods that we have manufactured ourselves, but have a key role within the import export industry throughout the UK. As members of the Northern Ireland Grain Trade Association (NIGTA), Food Fortress Ireland and Universal Feed Assurance Scheme (UFAS), all goods are quality assured and sourced from certified companies providing full traceability thus giving peace of mind to the end user.

**This Statement is made pursuant to section 54(1) of the modern slavery act 2015(GB and NI).**

### Policy:

James Tolland & Co. Ltd remains committed to ensuring that no acts of modern slavery or human trafficking are present anywhere in our supply chain, nor in any part of our business. In light of the obligation to report on measures ensuring that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery. Our relationships with our suppliers and customers demonstrates our ongoing commitment to act both morally and ethically in every aspect of our business.

### Our Core Aims:

1. Suppliers must not use any form of forced or involuntary labour and workers must not be obliged to lodge identity papers or pay any deposit as a condition of work. Workers will have the right to join or form trade unions and have the right to freedom of association.
2. Workers must not be subject to physical or verbal abuse or threats or intimidation of any description.
3. Workers must not be required to work extreme hours or work without adequate rest periods.
4. All suppliers must develop *or* participate in policies and programs which provide for the transition of any child found to be performing child labour to enable them to attend and remain in quality education until no longer a child. Any young person under the age of 18 shall not be employed at night or in hazardous conditions. Recruitment of child labour shall cease.
5. Factories and work sites used by suppliers must be safe and hygienic with an adequate number of safe and accessible fire exits from all buildings including living accommodation and workers must have access to drinking water.
6. Workers' life or limb must not be endangered due to the use of dangerous machinery, unsafe building structure or layout, or hazardous chemicals. Where serious or fatal accidents have occurred, suppliers must demonstrate to the satisfaction of immediate that all appropriate steps have been taken to prevent similar accidents occurring in the future.
7. Living accommodation, where provided, must be in buildings that are separate from other areas of the workplace and have an adequate fire alarm.
8. Suppliers must pay wages sufficient to meet basic needs and to provide some discretionary income.
9. Suppliers must maintain proper and accurate employment records including calculation of pay and hours worked, and Suppliers must be transparent and cooperative as regards the inspection of employment records.
10. Suppliers must not engage in bribery, corruption or other similar unethical practices to gain competitive advantage.

Training:

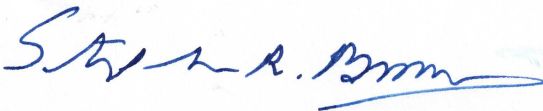
We are committed to raising modern slavery awareness within our company and want employees to understand what modern slavery is and its adverse effects on people's lives. We continue to train our employees on the issues of modern slavery within our supply chains and make them aware of the vast quantity of eLearning tools available online to enhance their understanding further.

We want employees to be able to recognise instances of modern slavery if they are present both inside and outside the company. It is also important that our employees feel safe to report any suspicions they may have without any recriminations and in confidence.

Due Diligence:

As part of our initial risk assessment, we have carried out extensive vetting procedures on our suppliers own modern slavery compliance to ensure they are in accordance with legislation regarding child labour, forced labour, workers' rights and minimum pay. We remain keen to keep an interest beyond the first tier of the supply chain.

We seek to instil to our own employees as well as those of our customers, the importance, and legal requirement relating to the Modern Slavery Act 2015 (GB and NI). The ethical components of the Act outline and shape how we approve current and new suppliers, including frequent checks that all compliance is upheld.



**Stephen R. Bruce**  
*Managing Director*  
*James Tolland & Co. Ltd*  
*8th March 2023*