

		Modern Day Slavery Statement 2023		
Ref SGP007	Revision: 1.0	Approval: ST	Author: KB	Issue date: 17.04.2023

Introduction

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Victims are coerced, deceived, and forced against their free will into providing work or services. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Our Business

Maris Seafoods Limited is a privately owned business supplying fish and seafood products to the supermarkets, food service, wholesale, and further manufacturing industries. Our supply chain extends from the vessel catching the fish to the finished product seen on supermarket shelves.

We source our products from a global list of approved suppliers through a network of approved service providers.

We have a zero tolerance to the use of modern slavery and human trafficking in our operations and supply chain. We are committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that all our suppliers will hold themselves and their own suppliers to the same high standards.

This is in accordance with the Modern Slavery Act 2015

Scope

This policy applies to all persons employed by Maris Seafoods Ltd including employees at all levels, directors, seconded workers, contractors, external consultants, third party representatives and business partners.

This policy does not form part of any employee's contract of employment, and we may amend it at any time. Workers must ensure that they read, understand, and comply with this policy.

Working Practices

We expect everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation or our supply chains. The prevention, detection, and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of everyone working for us or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.



Modern Day Slavery Statement 2023

Ref SGP007	Revision: 1.0	Approval: ST	Author: KB	Issue date: 17.04.2023
---------------	------------------	-----------------	---------------	---------------------------

- We are committed to gaining a clearer understanding of how modern slavery operates in different contexts, of who is affected and how, and of the risks of modern slavery existing within our industry.
- We are committed to having a clear and transparent company statement, which is reviewed regularly and is communicated to our employees posted on our website, which sets out the steps taken to prevent modern slavery and trafficking and the effectiveness of those measures.
- We are committed to training relevant employees in modern slavery, how to identify it in practice and how to respond. We are committed to ensuring that our employees understand and adhere to this Policy together with other relevant policies and that these are trained out appropriately. Non-compliance with those policies is a disciplinary offence. Our policies are reviewed on a regular basis, which will include our zero-tolerance to all forms of modern slavery.
- We are committed to engaging with customers, and suppliers, within our industry to address the risk of modern slavery in our operations and supply chain.
- As part of our contracting processes, we risk assess suppliers and service providers which includes the use of modern slavery and trafficked labour and a requirement to also comply with the ETI Base Code of Conduct, which is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice.
- Maris Seafoods is a member of SEDEX (Supplier Ethical Data Exchange) which is a non-profit organisation that helps and support companies to manage and improve their working conditions in global supply chains, as well as monitors adherence to the ETI Base Code. We encourage all our suppliers to take membership with SEDEX, complete SMETA Assessments or Audits such as BSCI, SA80000 etc.
- Our recruitment procedures require employment and recruitment agencies and other third parties supplying workers to our organisation to comply with our Code of Conduct. Suppliers engaging workers through a third party are also required to obtain third parties' agreement to adhere to the Code. This is detailed in our supplier questionnaire.
- We will complete due diligence checks on suppliers, to monitor their compliance with our Code of Conduct. We aim to work with suppliers to remediate incidents of non-compliance and may terminate the relationship in response to gross, persistent, or deliberate failures.

Responsibility

The directors of Maris Seafoods have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Senior Compliance Manager with the Finance & Operations Director have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries



Modern Day Slavery Statement 2023

Ref SGP007	Revision: 1.0	Approval: ST	Author: KB	Issue date: 17.04.2023
---------------	------------------	-----------------	---------------	---------------------------

about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Staff at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Reporting

Whistleblowing –Concerns about suspected modern slavery associated with the Company or our suppliers may be reported in confidence by employees via Finance & Operations Director or Senior Compliance Manager or by reporting it to:

Gangmasters Licensing Authority on **0800 432 0804**

Modern Slavery Helpline on **0800 012 1700** or <https://modernslavery.co.uk/contact.html>.

Call the Police in an emergency on **999**, or **101** if it is not urgent.

This document was approved by the Directors of Maris Seafoods Ltd, Ibis House, Ibis Court, Centre Park, Warrington, WA1 1RL

Signed

Steve Tilston
Managing Director
Maris Seafoods