

MODERN SLAVERY includes the crimes of human trafficking, slavery and slavery like practices such as servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage,

In 2015 an Act of Parliament was introduced along with an Anti-Slavery Commissioner to tackle the growing problem of modern slavery in the United Kingdom.

JOSEPH ROBERTSON COMMITMENT

Joseph Robertson (Aberdeen) Limited (JRL) always treat people in our business and supply chains fairly.

JRL commit to developing and adopting a risk based zero tolerance proactive approach to tackle the serious issue of hidden labour exploitation which includes acting ethically and with integrity and transparency in all business dealings and putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our complex and often remote supply chain.

We commit to developing a series of relevant actions and KPIs linked to the United Nations Sustainable Development Goals (UNSDG) and will report on these annually from 2019.

SCOPE

As mentioned above JRL has a wide reaching and complex supply chain with sourcing from 15 countries worldwide, although the vast majority of product is purchased within the UK either direct or through agents.

GOVERNANCE

At JRL the Finance & Procurement Directors are responsible persons for Modern Slavery within the organisation.

The Senior HR Manager is responsible for managing internal company requirements and the CSR Manager is responsible for supply chain requirements.

OUR POLICIES & PROCEDURES

- All policies and procedures are reviewed, approved and signed off at Director/Board level
- During our recruitment process, candidates are subject to specific questions that can give an indication if they have been trafficked and forced to work against their will.
- Eligibility to work in UK checks are also completed for every new employee.
- JRL does not utilise temporary labour which reduces risk exponentially.
- Posters and leaflets on Modern Slavery have been distributed throughout the organisation.
- Whistleblowing procedures are in place for the company and our customers.
- JRL is compliant with the ETI Base Code which is aimed at protecting human rights of workers in our supply chain.
- Compliant with all customer Ethical Codes of Practice.
- All suppliers must be members of SEDEX and all suppliers are risk assessed against human rights and ethical trade practices.
- Support of Seafish Responsible Fishing Scheme, Global Aquaculture Alliance & Aquaculture Stewardship Council certification schemes which include assessment of ethical treatment of workers, and sourcing from certified vessels and farms where possible.

INDUCTION & TRAINING

All JRL staff and supply chain partners need to be engaged to help us tackle Modern Slavery and be able to recognise the signs and what to do if they see anything that concerns them.

Modern Slavery is covered at inductions with a short presentation and the Stronger2gether video.

All JRL employees receive training on the Ethical Trading Initiative and its base code as well as whistleblowing procedures for our company and customers.

JRL is committed in 2019 to training key staff in conjunction with Stronger Together which demonstrates what we can do to monitor, detect, protect and aid any colleague who may be at risk of, or already linked to modern slavery or forced labour.

COLLABORATION & PARTNERSHIP

At JRL we collaborate and partner with various organisations on this issue –

Food Network for Ethical Trade (FNET) Risk Assessment and Supplier Engagement Workstreams, Seafish Ethical Common Language Group (ECLG), Ethics Action Alliance and Responsible Fishing Scheme, and customer specific Ethical Trade Forums,

JRL commits to becoming a business partner to Stronger2gether by 2019, a multi-stakeholder business-led initiative aiming to reduce modern slavery particularly forced labour, labour trafficking and other hidden third party exploitation of workers.

STATEMENT APPROVAL

The Company Directors and senior management shall take responsibility for implementing this policy statement and its objectives, and will ensure adequate resources and investment to safeguard the statement.

This statement was approved by the Board of Directors on 26 October 2018

Signed..........

Michael Robertson – Managing Director