



Financial Year 2019-20 (ending 31st July 2020)

Advanced Liquid Feeds Limited Modern Slavery and Human Trafficking Statement

Policy Statement

Advanced Liquid Feeds Limited (ALF) remains committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our policies and our interaction with colleagues, suppliers and customers, continues to reflect our commitment to acting ethically in all our operational matters. In the past financial year, we continued to review our approach towards modern slavery, striving to ensure that we, and our supply chain, act in compliance with the Modern Slavery Act 2015.

Our Business

ALF is a subsidiary company of United Molasses Group Limited. ALF is a supplier of straight and blended feed fats and oils to the UK agriculture industry. Raw materials are sourced globally in a fully traceable supply chain, transported to their storage & blending facility in Hull, prior to distribution by road tanker throughout the UK. ALF is accredited to FEMAS & ISO standards.

Due Diligence

We have:

1. Undertaken a risk assessment, of areas within our businesses and our supply chains identified by the legislation, with a particular focus on child labour, forced labour, health and safety, workers' rights, diversity and minimum pay; and
2. Taken steps to assess and manage the risks identified including:
 - a. Auditing our supply chain;
 - b. Developing new internal training to be rolled out in FY20/21 to key members of the business;
 - c. Complying with our Slavery and Human Trafficking Statement; and
 - d. Developing a new Anti-Slavery and Human Trafficking policy.

Assessing and managing risks

Through our risk assessment, we consider that supply chains are key areas which our business must control in order to limit risk of slavery and human trafficking.

Specifically and in relation to our supply chain, we have used the 2018 Global Index Data to identify high risk countries where our suppliers may operate. We audit a selection of these suppliers annually to identify whether they present any concerns regarding modern slavery. To manage this risk and to ensure those within our supply chain are also aware of their obligations, we have rolled out a compliance initiative as part of our Quality assurance programme and vendor approval process. Our ethical trading risk assessment now forms an integral part of the approval process for new vendors; and will include annual spot checks for approved vendors.



Effectiveness of our procedures

To measure our effectiveness in ensuring that modern slavery is not taking place in our business or supply chains, we compile the responses received from our audit questionnaires so these can be assessed. This process allows us to identify any concerning responses received, compare these with previous responses, and follow up with any entities, if required.

Policies

We are committed to addressing modern slavery and ensuring ethical compliance, and have developed policies which reflect the values we adhere to as a business, including a Whistleblowing Policy. During FY 19/20 a new Anti-Slavery and Human Trafficking Policy was developed which has now been issued. These policies have been made available within our staff handbook, and provide a safe mechanism for whistleblowing. It also reinforces the need for effective systems and controls which seek to ensure modern slavery is not taking place anywhere in our own business. Relevant policies can be made available to third parties on request.

Training

We have developed training for our staff on the issue of modern slavery within our supply chains and our business and it is our intention that all new starters of the business will be given training during their induction day. Prior to approving the FY 19/20 statement, the UM ALF board received further training on the MSA

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 in relation to the financial year ending 31st July 2020. This statement was reviewed and approved by the Board of Advanced Liquid Feeds Limited on 17th December 2020.

A handwritten signature in black ink, appearing to read 'Ben Macer'.

Ben Macer
Chief Executive Officer
United Molasses Group Ltd
15th January 2021