

Financial Year 2020-21 (ending 31st July 2021)

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, England, prior to distribution by road tanker throughout the UK. ALF is accredited to FEMAS & ISO 9001 standards.

Due Diligence

We have:

1. Undertaken a risk assessment, of areas within our businesses and our supply chain with a particular focus on child labour, forced labour, health and safety, workers' rights, diversity and minimum pay. The risk areas were identified using data published on the 2018 Global Slavery Index; and
2. Taken steps to assess and manage the risks identified including:
 - a. Auditing our supply chain;
 - b. Delivering a mix of externally led and internally supported training to all members of ALF;
 - c. Complying with our Slavery and Human Trafficking Statement; and
 - d. Issuing 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 Slavery 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 as far as is practicable modern slavery is not taking place in our business or our 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 decide on what follow up action may be required with any entities, in subsequent reporting periods.

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 and induction training. During FY 20/21 a new Anti-Slavery and Human Trafficking Policy was issued. These policies have been made available within our staff handbook, and provide both an explanation of our obligations in regard to Modern Slavery, as well as a safe reporting mechanism for whistleblowing. It also reinforces the need for effective systems and controls which seek to ensure as far as possible that 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 have delivered that training to the Senior Executive and Senior Management team already. It is our intention that all new starters of the business will be given bespoke training during their induction day as part of our post pandemic return to 'normality'.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 in relation to the financial year ending 31st July 2021. This statement was reviewed and approved by the Board of Advanced Liquid Feeds Limited on 24th November 2021.

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

Ben Macer

Chief Executive Officer
United Molasses Group Ltd
14th January 2022