



Modern Slavery Statement

July 2020 – July 2021

(Financial Year: 2021)

Our Structure, Supply Chain, and Effectiveness Measuring

We supply Waitrose with a wide range of different products, from whole salmon and trout including fillets for the fresh fish counter, to pre-packed 'value added' products.

We are committed to ensuring that our goods are produced without exploitation of others and that our partners, whether directly employed, contract or agency workers, are treated fairly and honestly, with respect, basic human rights and dignity. We have clear definitions of our values as a business and use these to help drive our behaviour and decision making, but we are also an Employee Owned business through our Aquascot Employee Ownership Trust which drives our representation and accountability internally.

We are members of Sedex, the Ethical Data Exchange, which is a member organisation for businesses committed to continuous improvement of the ethical performance of both our internal partners as well as our external supply chains. We are committed to being externally audited (SMETA) every two years to ensure an independent and transparent monitoring process in order to receive regular feedback and continuous improvement. In addition, we audit our temporary agency workers supplier ensuring compliance to the Ethical Base code (Modern Slavery Act & Gangmaster Licensing Standards). Equally, we currently conduct ethical based Self-Assessment Questionnaires on all of our farming partners, including their individual farms, with the potential scope to increase this to our wider supplier network (packaging & ingredients) in the future.

Our Policies, Due Diligence, Risk Assessment

Our own Human Rights Policy demonstrates our commitment to the maintenance, evaluation and continuous improvement of standards as set out in National and International laws, the International Labour Organisation conventions as well as our own customers' codes of practice. This policy addresses key areas such as employment of children and young people, security, working conditions and benefits associated with employment, and equality of treatment, representation as well as environmental and aquaculture fish welfare.

In addition, we audit our temporary labour provider against our Human Rights Policy whilst ensuring their compliance to the Ethical Trading Initiative (ETI) Base Code, Modern Slavery Act, and Gangmaster Licensing Standards, and the active measures and steps they are taking to promote best practice within their business processes. This audit process also includes independently interviewing a selection of temporary workers provided through our temporary labour provider, covering their personal experiences and their knowledge of the ethical practices and services available both the agency, and our company have in place.

Key performance indicators

Ethical Trading throughout our supply chain is viewed as a high priority. We are entrusted to ensure high standards of supply chain working conditions, and we need to ensure that we work in collaboration with suppliers, and customers, to meet and exceed these expectations. We work in partnership with our fish supply network conducting 'Responsible Efficient Production Assessments', reviewing worker's rights and well-being on sea farms through Scotland. As a specialist supplier to Waitrose we align our ethical standards to be at parity with or exceed their requirements but also work in partnership with them in the development of practical ethical standard improvement across our supply chain and industry.



Continuous Improvement & Management

As part of the continuous improvement of our moral practices across the business within the last year, we have upskilled a group of partners as Mental Health First Aiders, the aim being to enhance the daily support we can offer our partners enabling them to utilise confidential, unbiased peer to peer support should they need it. In addition, we are looking towards further improving our daily communication between our partners, looking at ways in which we can better enable partners to confidently communicate openly and freely, to feel confident in approaching all partners across the business irrespective of their role, and to provide one another with equal support and respect.

This year we are also joining the John Lewis Partnership Better Jobs Programme as our next step for partners to share their voice, openly and under the management of our key customer partner. We will be participating in this yearly and leveraging the report provided each year to drive improvements.

Furthermore, as part of the aforementioned Waitrose Farming Partnership, our Heads of Human Resources is continuously involved in the 'Waitrose Ethical Employment and Wellbeing Group'. This provides the opportunity to represent our company in the promotion of our ethical trading strategies, whilst making vital connections with other companies in the same manufacturing sector, gathering evidence-based data and learning of their new innovative approaches to tackling modern slavery and human trafficking.

We believe that by adopting and communicating our codes of practice we, in partnership with our suppliers and customers are taking practical steps towards improving the issues of ethical and responsible sourcing.

A handwritten signature in blue ink, appearing to read "John Housego".

John Housego
Partner & Managing Director
For and on behalf of Aquascot Ltd
Statement Approved Date: 26 August 2020