



## N H Case Ltd. – Anti Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Slavery and Human Trafficking Statement of N H Case Ltd and its subsidiary companies for the year ending March 31<sup>st</sup> 2022.

N H Case Ltd. is committed to implementing the necessary actions to prevent the abuse of workers at all stages within our supply chains and to complying with the provisions of the UK Modern Slavery Act 2015.

### Organisational Structure

N H Case Ltd manufactures, processes, and supplies frozen food in four separate UK plants and through a wholly owned subsidiary company N H Case SAS registered and operating in France. Whilst external audits have confirmed that all standards are being met in relation to our own companies with respect to recruitment and employment of our staff we recognise that there is scope in our supply chain for modern slavery and human trafficking to occur.

### Supply Chain

The business sources fish and other foods on a global basis. The principal countries with which we trade apart from the UK and EU include Iceland, Norway, New Zealand, USA, Canada, Russia, South Korea, Vietnam, and China. The complexity of supply chains stretching through multiple countries from point of capture and harvest by fishermen and farmers, auctions, processors, agents, brokers and shipping lines makes mapping supply chains extremely difficult.

### Our Policies

We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships. We implement and enforce effective systems and controls to ensure modern slavery is not taking place in our own business or in our supply chains.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our procurement processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect our suppliers to hold their own suppliers to the same high standards.

The Management has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Compliance on the part of suppliers is assessed through a combination of Sedex auditing, self audits and site visits using the ETI Base Code as a bench mark.

Our zero-tolerance approach to modern slavery is communicated to all relevant suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.