

## Modern Slavery & Human Trafficking Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms; such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. W & H Marriage and Sons Ltd ("the Company" or "we") have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We are committed to implementing and enforcing effective systems and controls, to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also 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. As part of our supplier approval process, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect that our suppliers will hold their own suppliers to the same high standards.

We have assessed the risk of modern slavery within the company and supply chains and believe the risk to be low due to the nature of our business and the type of supply chains used. As part of our due diligence processes, the company has a supplier approval process. In addition, the Company is a member of SEDEX and adheres to the ETI Base Code. Our UK farmer suppliers are also Red Tractor approved.

Our policy applies to all persons working for the company or on our behalf in any capacity, including; employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Our employee handbook includes our Anti-Slavery and Human Trafficking and Whistleblowing policies. We have reporting boxes which provide a platform by which any person can raise concerns anonymously. Line managers have received modern slavery awareness training as part of their compliance training. Stronger Together resources to inform employees about forced labour and how to report concerns are displayed around site.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

This statement is made pursuant to Section 54 of The Modern Slavery Act 2015. This policy was approved by the board of directors on 18 December 2023.

It constitutes our Modern Slavery and Human Trafficking Statement for the 2022-2023 Financial Year (Year end 29 April 2023).



Hannah Marriage  
Company Director, 19 December 2023