



Modern slavery statement

ForFarmers UK Ltd. is part of the ForFarmers Group ("ForFarmers"). ForFarmers is an internationally operating feed company that offers Total Feed solutions for conventional and organic livestock farming. We take pride in our innovative, responsible approach and have over one hundred years of experience in the agricultural sector.

It is the ambition of ForFarmers to be ahead of the field in sustainability. To do this, we have developed a sustainability plan that focuses on 3 key areas:

1. Environment: reducing emissions and minimising the use of finite resources
2. People and society: ensuring the safety of people, processes and products
3. Animal health and welfare: enabling farmers to keep and feed animals well

ForFarmers' sustainability approach can only be achieved with the cooperation of our supply chain partners; the farmers, producers and processors.

ForFarmers is committed to ensuring that no modern slavery or human trafficking exists in its supply chains or in any part of its business. Therefore ForFarmers has adopted: (i) a ForFarmers Responsible Sourcing Supplier Code of Conduct (for suppliers); (ii) and a (general) Code of Conduct; for all employees, directors, or officers of ForFarmers and dealers, consultants and contractors who are working on behalf of ForFarmers.

- The ForFarmers Responsible Sourcing Supplier Code of Conduct ("the Supplier Code") incorporates the labour standards included in the following Codes and Guidelines:
- The Ethical Trading Initiative (ETI) Base Code
- The SMETA (Sedex Members Ethical Trade Audit) Guidelines
- The RTRS Standard for Responsible Soy Production
- The Fundamental Conventions of the International Labour Organisation (ILO)
- UN Guiding Principles on Business and Human Rights
- The European Feed Manufacturers' Federation (FEFAC) Soy Sourcing Guidelines
- RSPO Principles and Criteria for Sustainable Palm Oil Production

In 2019 we worked to ensure that our suppliers agreed to the Supplier Code and have achieved a sign up rate of over 70% based on spend and volume. We have also required our suppliers to become members of SEDEX allowing us to risk assess and audit them to SMETA Standards. More than 83% of our suppliers by spend have signed up to SEDEX.

ForFarmers will only source products and services from companies that comply with the rule of law and that are actively working to meet our Responsible Sourcing Supplier Code of Conduct.

In addition, ForFarmers operates, amongst others, the following policies:

- Policy to prevent undesirable behaviour
- Whistleblower policy

- Health and safety guidelines

To ensure our suppliers meet our requirements we monitor our supply chains using a combination of self-assessment questionnaires and site visits by our own staff and trusted third parties. ForFarmers is member of SEDEX.

We have published our work to date and intentions for the future by adding the following text to our 2019 Annual Report:

The animal feed industry uses a large quantity of raw materials, some of which are scarce. Feed companies are being called on to take responsibility with regard to the amount of raw materials they use, the provenance of raw materials and whether these have been produced sustainably. We acknowledge the need to be socially responsible in our actions, respecting nature, humans and animals – a guideline in the formulation of our sustainability objectives. We endorse the [Sedex code](#) in this aspect and are a member of the Round Tables on Responsible Soy and Responsible Palm Oil.

Signed on behalf of ForFarmers on 1 April 2020
Yoram Knoop, CEO

Links:

Sedex Link to ForFarmers' Supplier Code of Conduct:

<https://www.sedexglobal.com/forfarmers-supplier-code-of-conduct/>

Code of Conduct:

https://www.forfarmersgroup.eu/en/bestanden/ForFarmers_Group/PDF/Overig/49665-1/Code_of_Conduct_UK.pdf

Whistle-blower Policy:

https://www.forfarmersgroup.eu/en/bestanden/ForFarmers_Group/PDF/Overig/15227-3/Whistle-blower_policy.pdf

Health and Safety (UK) Policy Statement:

https://www.forfarmersgroup.eu/en/bestanden/ForFarmers_Group/Corporate-Policies/UK/35902-1/Policy_Statement_Health_and_Safety_Def_LR.pdf

Policy to prevent undesirable behaviour:

<https://connect.forfarmers.eu/CodeOfConduct/United%20Kingdom/Policy%20to%20prevent%20undesirable%20behaviour.pdf>

Annual Report 2019:

<https://www.forfarmersgroup.eu/en/investors/annual-reports/annual-report-2019.aspx>