



Modern slavery statement

Business Structure

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.

Ambition

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. Feed Resources: Source responsibly and maximise the use of non-food materials
2. Feed Production: Produce and supply with minimal impact on the environment
3. Feed Solutions: Balanced use of resources in the total animal chain

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

Commitment

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) 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

More than 79% of our suppliers by spend have signed up to SEDEX. This is a decline from the figure reported in 2019 because it now includes our Polish subsidiary.

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.

Goals and objectives for forthcoming years

We have published our work to date and intentions for the future by adding the following text to our 2020 Annual Report:

Our objective is that by 2025, suppliers representing 85% of total product related procurement spend should be members of Sedex and ideally should have also signed our Supplier Code of Conduct.

Relationships with suppliers who do not wish to work on this basis will be phased out or discontinued.

Training

ForFarmers regularly updates and trains members of staff on its code of conduct. In 2021/2 e-learning modules will be added to its training portfolio which will specifically focus on ForFarmers' sustainability policies including human rights within its supply chain. The training will include examples of risks encountered by the business, how to identify them and reports to be made, how and to whom.

Risks

ForFarmers NV has a Risk Advisory Board whose role it is to receive notifications of, identify and manage risks within the ForFarmers business. The Risk Advisory Board meets periodically to discuss risk assessments and set targets for forthcoming periods. These are managed by the relevant parts of the business dealing with the risks identified who are tasked with mitigating such risks within finite periods of time and in accordance with KPIs set by the Board.

For 2021/2 ForFarmers will as part of its risk assessment procedures review potential risk points for human rights abuses in its supply chain and determine risk mitigation and management plans where risks are clearly identified.

Signed on behalf of ForFarmers on 16 April 2021
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 2020:

<https://www.forfarmersgroup.eu/en/investors/annual-reports/annual-report-2020.aspx>