Background

BioMar UK delivers high quality fish feed to UK and International markets. Through cutting edge knowledge and long-lasting partnerships with our stakeholders, we strive to develop and deliver truly efficient, sustainable and healthy feed solutions.

BioMar's purpose is rooted in our heritage and our commitment to aquaculture. We are dedicated to innovating aquaculture through commitment to four fundamental long-term guiding principles to support our purpose: innovation, cooperation, sustainability and performance and shared values of 'Respect' 'Courage' 'Innovation' 'Execution' and 'Openness'. These beliefs are at the heart of the Business and as such BioMar UK takes this forward by working against Anti-Slavery and Human Trafficking. We are a member of Sedex, a not for profit organisation that drives improvements in responsible and ethical business practices across the Supply Chain.

BioMar UK is also part of the wider BioMar strategy on supplier approval that is delivered in line with our Code of Conduct that demonstrates a belief in the core values of the company and focuses on our supply base and business partners working in line with our values. At the heart of our Code of Conduct is the basic principal that suppliers are committed to uphold Human Rights of workers and treat them with dignity and respect.

Responsibilities

In BioMar UK, the Vice President-Salmon Division and Management Team are responsible for ensuring the statement is up to date and accurately reflects the Company’s actions and initiatives to tackle slavery and human trafficking. HR and all Functional Heads are responsible for introducing polices and reviewing the process by which they are adopted.

Due Diligence

This is reinforced by our Global Supplier Auditing program that is delivered in line with risk assessment and due diligence to ensure we only have suppliers working with us that adhere to our company values. Any sign of not following our company values is taken seriously and will result in the supplier being unable to supply BioMar in any form if the issue found is not resolved.

Continued Commitment

We will continue to develop our approach to combating slavery and human trafficking. In our 2020 financial year, we intend to:

- Continue training regarding slavery and human trafficking for our management team to ensure they understand the risk and to provide guidance on how to report and manage any concerns both internally and through the launch of our confidential Whistleblowing Hotline provided by an independent company. This was launched in Q2 2019.

- Continue to review our supplier approval process. In 2020, we will continue our focus assessing and developing our suppliers, and as part of the wider BioMar Strategy we will implement a new Supplier Code of Conduct underlining our commitment to human rights.
This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for BioMar UK Ltd. The statement was approved by the BioMar UK Ltd Management Team on 15 September 2020 and will be reviewed annually.

Paddy Campbell
Vice President- Salmon Division
BioMar UK Ltd