

MODERN SLAVERY ACT COMPLIANCE STATEMENT – FEBRUARY 2019

This statement is published in accordance with the Modern Slavery Act 2015. It sets out the steps which Agricultural Central Trading Limited (ACT) has taken, and will take in the future, to prevent modern slavery and human trafficking in its operation and its supply chains.

Business and Supply Chains –An Overview

ACT is a supplier of agricultural inputs, serving customers across the United Kingdom, excluding Northern Ireland. ACT does not manufacture any products it sells; it sources supplies from various reputable suppliers from the UK and overseas which best meet customer needs, delivered direct to farm.

All ACT workers are employees with permanent contracts of employment.

Policies in relation to Slavery and Human Trafficking

ACT conducts business on the basis of mutual trust and is committed to the requirements of the Modern Slavery Act. ACT has established a Supplier Code of Conduct (the Code) which is being communicated to new and existing suppliers who have not published a modern slavery statement; it sets out ACT's expectations with regard to responsible employment practices within their business and their supply chain.

The Board of ACT will review the Code annually and is satisfied that it covers the right to freely choose employment. ACT will continue to review and refine the Code principles as the modern slavery prevention practices develop.

Due Diligence Process

In assessing ACT's own business The Board is satisfied that the existing employment practices and procedures comply with legal requirements in relation to modern slavery and human trafficking.

The Code is designed to ensure suppliers adhere to similar standards. ACT will contact existing suppliers who do not produce an annual statement to seek confirmation that their business is aware of the Code and the content of the Act and is working to adhere to those requirements. The Code will be issued to new suppliers at the commencement of trading.

Effectiveness in ensuring no slavery or human trafficking

As the Board reviews this statement annually its members will assess ACT's compliance with the Modern Slavery Act 2015 and address any issues or queries as they arise.

This statement has been approved by the Board of Directors. It will be reviewed annually.



John Hamilton
Managing Director

SUPPLIER CODE OF CONDUCT

In order to comply with the Modern Slavery Act of 2015 you, as a supplier of goods to ACT, are required to confirm that you understand our expectations with regard to responsible employment practices within your business and your supply chain.

These expectations are as follows:

- There is no forced or bonded labour and all employees are free to leave their employment after a reasonable notice period.
- Freedom of association and the right to collective bargaining is respected.
- Working conditions are safe and hygienic.
- Child labour will not be used.
- Living wages are paid. Deduction from wages as a disciplinary measure is not permitted.
- Working hours are not excessive.
- There is no discrimination on the grounds of race, caste, nationality, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- Regular employment is provided with obligations under law and regulations are not being avoided through alternative contracts.
- No harsh or inhumane treatment is allowed.

DECLARATION

If your turnover is greater than £36m p.a. please provide a link to your Modern Slavery Statement.

If your turnover is less than £36m please sign and date the declaration below.

I on behalf of
declare that I have read and noted ACT's Supplier Code of Conduct and agree to be bound by its terms.

Signed

Date

Position

Please return to 90 The Broadway, Chesham, Bucks, HP5 1EG or scan and email to suppliers@actionfarm.co.uk