



**The Scottish
Salmon Company**

The Scottish Salmon Company Modern Slavery Statement

1.1. Introduction

The Scottish Salmon Company is committed to ethical trading and has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard and combat against any form of modern slavery taking place within the business or our supply chain.

These policies apply to all persons working for us 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.

These policies do not form part of any employee's contract of employment, and we may amend them at any time.

This statement refers to actions and activities for the financial year 1st April 2021 to 31st March 2022

1.2. Organisation's structure

The Scottish Salmon Company (SSC), part of the Bakkafrost Group, is the leading producer of the finest quality Scottish salmon. We employ over 650 staff across 60 sites on the West Coast of Scotland and Hebrides with our Head Office in Edinburgh. We are fully engaged in all stages of the value chain; from freshwater and marine farming through to processing and sales.

1.3. Our supply chains

Our internal supply chain extends from salmon egg selection and hatching, through on-growing in fresh water and then sea water, to harvesting, processing and packing. The internal supply chain is supported by logistics from a number of suppliers, including feed, well-boats and haulage. The external supply chain provides all of the goods and services required by a modern aquaculture organisation, from major items of infrastructure & equipment to every-day consumables.

1.4. Our policies on modern slavery and ethical trading

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery & Ethical Trading Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery or human trafficking is not taking place anywhere in our supply chains.

We are a member of SEDEX and conform to the Ethical Trade Initiative (ETI).

1.5. Due diligence processes for modern slavery and ethical trading

As part of our initiative to identify and mitigate risk we will audit our suppliers through regular self-assessment on a priority basis, as highlighted by the level of spend and the complexity of their supply chain. This will be through SEDEX for our strategic suppliers with an annual spend of £1M or above, representing around 80% of our cost base. All other suppliers will be risk assessed through our Supplier Self-Assessment Audit.

We have in place systems to:



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- identify and assess potential risk areas in our supply chains through our procurement and tender process;
- ensure all new suppliers are questioned on their SEDEX membership and compliance with Modern Slavery Act 2015 in onboarding and within pre-qualification questionnaires for major spend tenders;
- mitigate the risk of modern slavery and human trafficking occurring in our supply chains;
- monitor potential risk areas in our supply chains; and protect whistle blowers.

1.6. Supplier adherence to our values and ethics

We have zero tolerance to modern slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our ethics we have in place a rigorous supply chain compliance programme using SEDEX membership and self-audit. This programme will be reviewed on an annual basis.

1.7. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our relevant staff. We also require our business partners to provide training to their own staff, suppliers and providers and to provide evidence of SEDEX membership and confirmation of compliance with the Modern Slavery Act.

1.8. Our effectiveness in combating modern slavery and human trafficking

We audit using the following key performance indicators (KPIs) to measure how effective we have been to ensure that modern slavery and human trafficking is not taking place in any part of our business or supply chains:

- % of Suppliers covered by SEDEX or the SSC Ethical Trade Audit
- % of Suppliers reporting non-conformances
- results by spend segment and areas of non-compliance vs policy segments
- % of non-conformances overall

1.9. Further steps

Following a review of the effectiveness of the steps we took in 2020 to ensure that there is no modern slavery or human trafficking in our supply chains we intend to continue to monitor and track SMETA Audits across our Strategic Suppliers.

This voluntary slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the financial year ending 31st March 2021.

SIGNATURE of Director

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Regin Jacobsen

Regin Jacobsen

1 April 2021