

# Slavery and Human Trafficking Statement

Seahawk Marine Foods Ltd



## Introduction

From the time of the company's foundation in 1982 the Board of Directors has adhered to all UK governance covering staff directly employed. An Ethical Sourcing and Sociable Responsibility Policy was incorporated in the company's operations manual a number of years ago.

The company joined SEDEX in 2016 as a step towards the provision of clarity to our partners in business. We adhere to the requirements of the Modern Slavery Act (2015). A Modern Slavery Act statement was recorded and signed on behalf of Seahawk Marine Foods Ltd on 25<sup>th</sup> April 2018. This will be reviewed as required on an ongoing basis.

Our employment terms and conditions are regularly assessed to ensure compliance. We require our suppliers follow suit.

## Organisational Structure and Supply Chains

We are a UK based specialist trading and distribution company with our head office function in North Bradley, Trowbridge, Wiltshire and our main direct sales outlet and cold storage operation in Billingsgate Market, London.

We purchase frozen seafoods on a worldwide basis and procure chilled seafood products from responsibly sound UK and EU sources. Our policy has always been to establish long term trading arrangements with good and ethically responsible suppliers.

## Policies

We work with suppliers who we believe endorse responsible labour and human rights practices for all employees. Our suppliers endeavour to ensure that their terms of employment fulfil all local legislative and social requirements and that working practices are safe alongside complying with the Modern Slavery Act (2015). Copies of the Modern Slavery Act (2015) have been forwarded to our Directors, our buyers and our agents. Additional to this UK requirement we go further and incorporate the requirements of the international Labour Organisation. We require suppliers to hold 3<sup>rd</sup> party accreditation especially where human rights form part of that accreditation, e.g. BRC, MSC, ASC and BAP.

## Due Diligence

We comply with our legal requirements to scrutinise and establish the bona fides of employment applicants.

## Risk Assessment

Site visits and trading relationships are developed bearing in mind good working practices, local employment regulations and the Modern Slavery Act (2015).

### **Measuring Effectiveness**

Where an incident should be brought to the light of mistreatment of employees, we would report the matter to the relevant authorities and transfer our purchasing to alternative suppliers who satisfy our rigorous requirements.

Through our engagement with The Seafish Industry Authority notifications of incidents and poor practices are monitored.

Abroad, in our main supply areas, we have our own offices and representation. Where not, local agents are established to engage with suppliers directly on our behalf and report on their suitability.

### **Training for Staff**

A copy of a practical guide is available to all employees and overseas representatives and agents in order to give everybody involved in our supply chains an understanding of the requirements of the Act.

### **Legislation References**

<http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

<https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide>

<https://www.stronger2gether.org/>

<https://www.sedexglobal.com/our-services/sedex-advance/>



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Derek M Golding, Chairman and Founder

On Behalf of the Board of Directors of Seahawk Marine Foods Ltd

15<sup>th</sup> February 2021