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J Marr (Seafoods) Limited & J Marr (Commodities) Limited

Anti-Slavery Statement

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This statement relates to our commitment to comply with Section 54 (1) of the UK Modern Slavery Act 2015 and constitutes the Slavery and Human Trafficking Statement of J Marr (Seafoods) Limited and its subsidiary companies for the financial year ending 31 March 2022.

The J Marr (Seafoods) Limited Group is committed to taking the necessary actions to prevent abuse of workers at all stages within our supply chain and to comply with the provisions of the UK Modern Slavery Act 2015.

Organisational Structure

Founded in 1979, J Marr (Seafoods) Limited and its subsidiaries are engaged in sourcing pelagic frozen seafood, meat and poultry products worldwide and the company's core market for the sale of these products is West Africa.

Our Supply Chains

We source products from over 36 countries including Chile, Peru, Ecuador, Argentina, Uruguay, Brazil, USA, Morocco, Mauritania, Senegal, Namibia, Oman, Spain, Germany, Poland, Ireland, United Kingdom, India, China, Vietnam, Japan/Korea, Netherlands, New Zealand, Mexico, Norway, South Africa, Faroes, Iceland, Russia, Turkey, Canada and Guinea Bissau.

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We have mapped out our supply chains for Africa, Asia, Central and Latin America, North America, Europe and New Zealand. We source primarily from 110 key suppliers and 50 seafood trawlers. Purchases may be made directly from fishing vessel operators, their selling agents or land-based processors and farms. Part of the J Marr ethos is to develop long-term relationships with suppliers and we make periodic visits to key suppliers, whether this is to oversee loading operations or visits to continue development of working relationships. This has been restricted as a result of Covid-19 but we are looking to increase visits in the coming year.

Our Policies on Slavery and Human Trafficking

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.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are free from modern slavery, we have put in place a designated Modern Slavery and Human Trafficking Policy. This policy demonstrates our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

Risk Assessment

Within the global seafood industry, both the catching and processing sectors in some regions are known to have instances of human rights issues. As an example, migrant workers being deceived into enduring prolonged non-voluntary periods of work on fishing vessels without payment or benefits and subjected to threats and physical abuse. We are also aware, through media articles and NGO reports, of human rights abuses, both onboard fishing vessels and within the land-based farming and processing sector.

Due to the complexity of the seafood supply chains within our businesses, there can often be many tiers involved from wild-caught marine fisheries and land-based aquaculture. Our supply chains may stretch through several countries from point of capture through catchers, farmers, auctions, processing, importers, agents and brokers. This complexity makes the mapping of seafood supply chains difficult.

We recognise that our supply chains could potentially have a higher risk than normal compared to those of a relative simpler nature. Therefore, in 2022, we worked with the Wilberforce Institute at the University of Hull to conduct a risk assessment of our first-tier supply chains. To assist J Marr with prioritising any future action, the Wilberforce Institute has created an overall risk score for each supplier and each commodity.

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Whistleblowing Policies

The Group has a whistle blowing policy which encourages its staff to report any concerns in the supply chains. This includes any circumstances which may give rise to an enhanced risk of slavery or human trafficking. Any issue raised related to anti-slavery will be taken seriously and thoroughly investigated.

Over the next year we will be adding a reference of our standards on all purchasing orders and supplier contracts. As such, all suppliers will be expected to fully reject the use of forced, bonded or trafficked labour. This statement reflects our commitment to acting ethically in all our supplier relationships and to ensuring no modern slavery exists in our supply chains.

Due Diligence Processes

As part of our initiative to identify and mitigate risk, we are working with the Wilberforce Institute to review our standards, policies and procedures. Going forward, we will aim to conduct five annual risk assessments of different companies operating in high-risk industries and countries per annum on a rolling basis, so as to better understand where the risks lie and fine-tune our approach to tackle modern slavery.

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 have provided training to our staff and management teams on the Modern Slavery Act.

Our Effectiveness in Combating Slavery and Human Trafficking

We have developed a set of internal and external Key Performance Indicators to ensure that we are measuring how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. These include:

- The number of incidences of modern slavery reported within J Marr's own operations.
- The percentage of relevant employees and suppliers trained on preventing modern slavery and trafficking.
- The percentage of suppliers who have received country briefings on risks in their countries, their products and their supply chains.
- The percentage of suppliers who have had a modern slavery risk assessment/audit.
- The number of incidences of modern slavery reported in the supply chain.

We are currently discussing with our staff and our management teams how best to embed these KPIs across our business operations.

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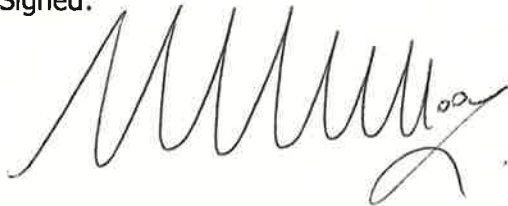
Future Actions

We will continue to work with the Wilberforce Institute to develop our systems and tools to analyse further our supply chains to combat the risks associated with the purchasing and distribution of seafoods, meat and poultry products and will take action where necessary. This includes, but is not limited to:

- **Business Relationship Checks:** We will continue to develop our supplier checks and supply chain monitoring and will work with our suppliers to further our understanding in order to further our assessment of the risks.
- **Training:** The Group is committed to enhancing its training relating to our Modern Slavery Policy. As such, training dealing specifically with the need for suppliers to understand and comply with its policy on the issue of modern slavery will be further developed during the coming year, with new annual training being implemented.

Approved by the J Marr (Seafoods) Limited Board of Directors who will review and update this Statement on an annual basis.

Signed:

A handwritten signature in black ink, appearing to read 'Michael I A Moore', written in a cursive style.

Michael I A Moore
Managing Director

Dated: 01 July 2022