

January 2019

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **1 Statement**

At Loch Duart Ltd we conduct our business with integrity, transparency and fairness. We are committed to the prevention of slavery and human trafficking both in our business and in our supply chains. We procure goods and services in a sustainable and ethical manner in compliance with our values and relevant law and policy, including the Modern Slavery Act 2015.

### **2 Our Business and Supply Chains**

Loch Duart Ltd is a Salmon Farm headquartered in Scourie, Sutherland, Scotland. At Loch Duart salmon we provide a lifetime of care for all our fish. From egg to harvest the salmon's welfare is at the heart of everything we do. Loch Duart salmon are not simply reared on our farms – our farms are purposely designed around our salmon.

Our farming experts have developed a suite of principles about how best to farm. These principles come from careful observation of our salmon and allow us to design our farms and practices around them, creating the best farms and rearing the best salmon in the process – not by trying to make the salmon fit to our specifications.

These principles and practices combine to form our farming ethos which covers every aspect of our business; the hatchery where our salmon begin life, the environment where we rear our salmon, the use of high quality specialist fish feed, low density stocking practices, fallow techniques, regular checks and monitoring, and our constant efforts to lead the industry forward innovating in ways that benefit our salmon.

Sticking to our principles enables us to rear Scottish salmon that are truly extraordinary, and adorn the menus of the most exclusive restaurants around the world.

Our farming is based in the communities of Scourie (mainland sites) and North and South Uist (Hebridean sites). In total we employ about 115 people. We have a sales office in Montrose and one in France. Further information about our business can be found at <https://lochduart.com>

Our supply chains include our trusted network of wholesalers and distributors which our salmon are sold to. If you would like to join our wholesaler / distributor network then please get in touch at [janneane@lochduart.com](mailto:janneane@lochduart.com)

Loch Duart is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships.

### **3 Responsibility for anti- slavery initiatives**

We do not accept slavery or human trafficking in our business and we will not work with others who do not share our commitment to preventing slavery and human trafficking. If you have any concerns or suspicions we should know about then please contact our HR Manager, Rebecca MacInnes, on 07786 370 836.

Our Policies in our Staff Handbook emphasises our commitment to conducting our business with integrity, transparency and fairness and the steps we take to ensure that slavery and human trafficking is not present in our supply chains. The policies apply to our Directors, all of our staff and to our suppliers. Loch Duart Ltd is approved under the RSPCA Assurance Scheme, Label Rouge and also ISO 14001 compliant. Our Staff Handbook includes guidance with examples of unusual behaviour displayed by workers which may be indicative of someone experiencing slavery or human trafficking. It makes it clear that Loch Duart Ltd will support anyone who raises a genuine concern in good faith.

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Our Staff Handbook builds on Loch Duarts' existing policies which aim to minimise the risk of modern slavery in our supply chain. These include Equality and Diversity, Whistleblowing, Employee Privacy, Equal Opportunities, Sickness and Absence, Family Policies, Harassment, Discipline, Capability, Grievance, Social Media.

### **4 Training**

All members of staff are required to certify that they have read and understood our Anti-slavery Policy. A process is in place to monitor and enforce this requirement which is included in the Staff Induction. Loch Duarts' Staff Handbook demonstrates other training we provide.

### **5 Due diligence in our supply chains**

We have reviewed and will continue to review our supplier list and conduct risk assessments and audits of our supply chains. This communicates our commitment to complying with the requirements of the MSA 2015 and allows us to verify, as far as possible, that slavery and human trafficking is not occurring in any part of our supply chain.

Loch Duart also ask our suppliers to confirm the steps they have taken both internally and in their supply chains to ensure that slavery and human trafficking is not occurring.

### **6 Key Performance Indicators**

We will use the following Key Performance Indicators (KPIs) to measure 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:

- All staff have confirmed that they have read and understood Loch Duarts' Anti-slavery Policy
- Any policy breaches are reported to the HR Manager within a reasonable time of occurring
- Any policy breaches are assessed within a reasonable time of being reported and further investigations concluded as soon as possible thereafter

We will continue to monitor the effectiveness of our compliance regime and take necessary steps to address any instances of slavery and human trafficking. We understand that an Anti- slavery Policy will not, on its own, be sufficient to prevent slavery and human trafficking.

It is important to develop a culture within the business which does not tolerate slavery or human trafficking and is not complacent about the associated risks.

## **7 Next steps**

Over the course of the next financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers and in our business. Our financial year end is 31<sup>st</sup> March 2019.

## **8 Approval**

This statement has been formally approved by Loch Duart Ltd and signed on their behalf.

**Alban Denton**  
**Managing Director**