

# WL Duffield & Son Ltd – Slavery & Human Trafficking statement for the financial year 2018-2019

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This statement is made to comply with Section 54 – Part 6 of the Modern Slavery Act 2015 and sets out the processes the company has taken to ensure that we have a zero tolerance policy regarding slavery and human trafficking and child labour within our company as a whole.

Our direct supply chain is largely UK based and we still consider it to be 'low risk' regarding breaches of the 'Modern Slavery Act', however we do not underestimate the possibility of such a breach and therefore recognise the need for compliance checks.

We are confident that our business continues to be compliant with the 'Modern Slavery Act 2015', however we still recognise the need to ensure external links and associations with the business also need to comply with the act and detailed below are the steps taken to ensure that our customer/supplier relations endeavour to have the same high standards in regards to this as we do.

## **Company Structure.**

Duffields are manufacturers of animal feeds from four strategically placed mills which are UFAS approved. The business is owned and controlled by the Duffield family from our Head Office at Saxlingham near Norwich in Norfolk.

The business is focused on producing feeds for the pig, poultry, cattle, sheep, game and specialist feed sectors sold directly to farms and through the merchant trade.

Our aim is to be the most efficient producer of feeds from manufacture to distribution, sales and management enabling us to provide a highly competitive package to our customers.

## **Supply Chain Standards.**

We believe that respecting human rights and slavery in our supply chain is primarily our supplier's responsibility. However we understand that as customers we have a responsibility to ensure we communicate our expectations of our suppliers to them and as such we have developed and continue to develop means of communicating and monitoring our expectations.

All of our supply chain is at a standard required to be 'approved' by industry regulated bodies.

A percentage of our supply chain deals with raw materials and we acknowledge that this is an area of possible high risk for slavery and forced labour therefore in the future extra attention and investigation will be given to those within this sector.

Any suppliers found not to be compliant will be removed from our supply chain until compliance and expectations are met.

## **Internal Standards.**

The entire workforce continues to be aware (via internal memo) that we will offer training regarding slavery and human trafficking upon request.

In house training will take place for any members of the workforce regarding human rights and slavery awareness when requested.

Our Employment Contracts and the Company Handbook are continually reviewed and updated throughout the year to reflect recent laws & obligations.

The company operates a Whistle Blowing Policy to encourage employees to be forth coming in reporting any suspected wrong doing or illegal activity.

We have issued guidance on Modern Slavery to each site via a booklet which is available to all staff.

Employees considered to be in key positions to detect slavery will be required to sign documentation to confirm they understand their obligations.

This statement will be further reviewed and updated on an annual basis as required.



**DUFFIELDS**  
TRUSTED ANIMAL FEEDS