

Modern Slavery Statement

Modern slavery is a crime and a violation of fundamental human rights.

Whitelink Seafoods is opposed to slavery, human trafficking and the use of forced labour of any kind. We have a zero tolerance approach to this. The Company has established policies and processes within its businesses and supply chains in support of this position. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, agency workers, contractors, external consultants, thirdparty representatives and business partners

The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Human Rights Policy

The Company maintains and enforces a Human Rights Policy which provides among other things that Whitelink Seafoods supports, encourages and values a diverse, multi-cultural workforce and is strictly opposed to the use of child labour or forced labour of any kind, including but not limited to slavery, indentured servitude, human trafficking and all other forms of forced labour. The Company's Human Rights policy requires employees at all levels within the organization to abide by the policy.

Recruitment of workers policy.

The HR department operates within the UK law and operates best practice recruitment and selection procedures.

Where required, the organisation will only use specified, reputable employment agencies to source our labour and always verifies the practices of any new agency we may wish to work with, before accepting any workers or placing recruitment requirements for employees from that agency.

Key personnel have been given information on Human Trafficking and are aware of the signs to look for.

Suppliers & Contractors

To ensure that all those in our supply chain and contractors comply with our values we require all suppliers to complete a supplier questionnaire and agree to our sub contract Terms and Conditions

Whitelink Seafoods use the Supplier Self-Assessment Questionnaire responses as well as other factors to assess risk within the supply base. Should the need arise based on risk or reports, we would ask a third party auditor to visit and audit our partners or suppliers to cover areas such as Human Rights and Welfare topics including Slavery and Human Trafficking.

Signed: James Sutherland

01/07/2016