

Iceland Seafood UK Ltd

Modern Slavery Statement

for the fiscal year 2021

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 to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the UK Modern Slavery Act 2015.

We expect the same high standards from all our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Organisation

Iceland Seafood UK Ltd form part of a larger international group under the trading name of Iceland Seafood International. Further details of the group's history and operations can be found at the following link <https://www.icelandseafood.is>.

Iceland Seafood UK Ltd business model is to source fish, shellfish and plant based raw materials from approved suppliers and then manufacture both natural and added value product for UK retail and UK and international food service markets.

Iceland Seafood UK Ltd use agency workers, these are sourced from reputable employment agencies who are licenced with the Gangmasters & Labour Abuse Authority.



Due Diligence

Iceland Seafood UK Ltd are members of SEDEX (<http://sedex.com>) and use this as part of our supply chain approval process, at any point of our supply chain where SEDEX cannot be used a detailed risk assessment process is in place. Iceland Seafood UK Ltd understands that we have high risk supply chains and as such conduct ethical audits as part of the due diligence process.

All employees have access to HR personnel for confidential support and we share details of where any help and/or advice can be found. Iceland Seafood UK Ltd have a confidential reporting system in place and actively encourages our employees to report any concerns around the wellbeing of any employee.

Iceland Seafood UK Ltd has detailed policies in place for both responsible sourcing of raw materials as well as ethical trade within our supply chain. These are continually reviewed and updated based on our risk assessments and the latest industry news.

Looking to the Future

Iceland Seafood UK Ltd will continue to review all policies and procedures within the business to ensure that we are following the latest guidelines, including: -

- ✓ Continued reviews of the UN Sustainable Development Goals and in particular the decent work and economic growth section.
- ✓ Continued ethical audits on high risk supply chains.
- ✓ Continued training for relevant staff as required to aid the implementation of the UK Modern Slavery Act 2015.

This statement has been approved by the Iceland Seafood UK Ltd senior management team on 11th January 2022 and signed on its behalf by:

Reynir Jónsson, Interim Managing Director