



Modern Anti-Slavery Statement

INTRODUCTION FROM THE MANAGING DIRECTOR

Severn & Wye Smokery Ltd is committed to continuously strengthening its practices to prevent and address modern slavery and human trafficking. Modern slavery is a serious criminal offence and a breach of fundamental human rights. It can take many forms, including slavery, servitude, forced or compulsory labour, and human trafficking, all of which involve the exploitation of individuals and the restriction of their freedom for personal or commercial benefit.

Severn & Wye Smokery Ltd operates a zero-tolerance approach to modern slavery and human trafficking. We are dedicated to conducting our business ethically, responsibly, and with integrity in all relationships and activities. We have implemented robust policies, procedures, and controls designed to reduce the risk of modern slavery within our operations and across our supply chain.

We are also committed to maintaining transparency in our business practices and in our approach to tackling modern slavery, in line with our obligations under the Modern Slavery Act 2015. We expect all contractors, suppliers, and business partners to uphold the same high standards and to share our commitment to ethical and lawful working practices.

ORGANISATION'S STRUCTURE

We are a manufacturer of smoked salmon and fishery products. Severn & Wye Smokery Ltd is a wholly owned subsidiary of OLSA Futures Ltd.

The company has an annual turnover in excess of £36m.

OUR BUSINESS

Our business is organised into 2 business units: Production & Hospitality

OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials principally related to the provision of food and drink.

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. Our Modern Anti-Slavery Policy reflects 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 anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative and commitment to combating modern slavery, we have implemented the following within our organisation:

- Our recruitment processes are transparent and regularly reviewed. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have suitable procedures in place to ensure that we are able to confirm identities of new employees and that they are paid directly into an appropriate, personal bank account.
- We ensure our labour providers have a GLAA licence and follow the provisions of the Gangmasters Licencing Act 2004 and accordingly adhere to their main standards.
- Our standards comply with all legal requirements to protect workers from poor treatment and exploitation. They cover issues such as working hours, training, terms and conditions, the national minimum / living wage and transport to ensure our labour providers meet the basic safety and welfare standards.
- Where possible we build long standing relationships with national and international suppliers and make clear our expectations of business behaviour;
- With regards to national or international supply chains, we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

RESPONSIBILITIES FOR COMPLIANCE

The senior management team is responsible for compliance in their respective departments and for their supplier relationships.

To demonstrate the organisation's commitment to combat modern slavery and human trafficking in its business and supply chains, we monitor and enforce compliance with our Modern Anti-Slavery Policy.

Compliance with our Modern Anti-Slavery Policy is assessed as part of our internal processes, with specific emphasis on those related to:

- Human Resource
- Procurement
- Technical

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 provide training to relevant members of staff. All Directors have been briefed on the subject.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We 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:

- Completion of inhouse audits by Human Resource Manager and Technical Manager
- Use of labour monitoring and payroll systems; and

- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

SUPPLIER ADHERENCE TO OUR VALUES

Severn & Wye Smokery Ltd will not support or deal with any business knowingly involved in slavery or human trafficking. We have zero tolerance to slavery and human trafficking, and we expect all those in our supply chain and contractors comply with our values.

Statement approved by the board on 01.04.2026