D.R.COLLIN & SON
Seafood from Scotland

Modern Slavery Statement

Introduction

This statement has been published in accordance with the requirements of the Modern Slavery Act 2015. It constitutes D. R. Collin & Son Ltd's (DRCS) slavery and human trafficking statement for the financial year ended 30 April 2025. This statement also applies to group subsidiaries of which DRCS is the ultimate parent company.

Subsidiaries covered by this statement are:

- Boat Investments Ltd (SC426601)
- Coquet Island Shellfish Ltd (04874060)
- D. R. Collin (Fish) Ltd (SC333303)
- D.R. Collin Scotland Ltd (SC405788)
- D. R. Collin International Group SARL (FR 848600565)
- Keltic Seafare (Scotland) Ltd (SC141396)
- Sea Harvest Scotland Ltd (SC423669)

This statement sets DRCS commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. The Board will review and take appropriate action on any identified concerns or breaches.

Our focus is to ensure there are policies and procedures in place for our employees, contractors, suppliers and supply chains.

Our Organisation

DRCS is one of the UK's leading shellfish processors and exporters. Purchasing live and fresh shellfish from quayside fishermen and fish markets throughout the UK. DRCS supplies live, fresh and frozen shellfish products to UK, Europe and Asia markets. The groups customers range from Retail, Hotels & Restaurants, Supermarkets to Wholesalers & Processors.

Employees

The group has over 200 staff, all of whom are based in the United Kingdom. Our staff are all directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in this country.

We ensure that:

- Employment is freely chosen and do not recruit forced labour
- Employees are free to leave employment after reasonable notice
- Physical abuse, threats and harassment within our business are not tolerated
- Wages are paid in line or higher than legal national minimum wage
- All employees are given documented terms and conditions of employment

Our Supply Chain

DRCS 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.

DRCS uses a wide range of suppliers all within the EU who supply goods for sale, provide services and support our operations.

Due Diligence

We regularly review and monitor suppliers we believe present high modern slavery risks in our supply chain. This includes those who use contracted labour from higher risk countries.

The DRCS board are responsible for assessing suppliers. Should a supplier fail to provide the information requested or to meet DRCS's expectations, DRCS will take appropriate action, which may include not entering into a relationship or terminating the relationship with the supplier concerned.

Training

During the year, we have continued to provide advice, guidance and training to those who have direct responsibility for relevant supply chains. We also maintain an Anti-slavery and human trafficking policy which sets out procedures, responsibility and breach reporting. This policy is available internally to employees.

Looking Ahead

Over the course of the next financial year we will continue to review and improve our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

Approval

This statement has been formally approved by the board of Directors of D. R. Collin & Son Ltd and signed on their behalf.

24th July 2025

Paul Virtue
Managing Director



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