Modern Slavery Statement

Structure

UK Fisheries Ltd is a joint venture between Parlevliet and Van der Plas and Alda Seafoods, both based in The Netherlands. The company owns and operates fishing vessels working in UK, EU and external waters and produces a range of fresh and frozen fish on board these vessels.

The company has a zero-tolerance approach to modern slavery and is committed to ensuring that all operations are carried out in an ethical and fully compliant manner. This approach extends to suppliers and associates.

Policies on Modern Slavery

The company has a number of policies and practices that address modern slavery and associated issues. The company has written contracts with suppliers, where appropriate, and will normally use suppliers with verifiable credentials or who are directly associated with UK Fisheries Ltd. Employment practices are fair and it is ensured that all crew and staff are free to take up and terminate their employment of their own free will.

Due Diligence, Risk Assessment and Mitigation

UK Fisheries is fully compliant with ILO C188. Where crew are provided through crewing agencies, the terms and conditions for those crewmen are identical to those recruited directly by UK Fisheries Ltd. A clear and functioning complaints policy is in place and the Directors are available to any member of crew or staff. Officers are fully conversant with all relevant rules and regulations and practices are audited on a regular basis. Many of the suppliers to UK Fisheries have modern slavery statements and the company seeks to foster long-term relationships with suppliers to reduce risk. If a risk is identified in the supply chain, office staff are aware of the how to inform management of the issue and management will then verify or mitigate the risk.

UK Fisheries has a commitment to continue to actively avoid and, therefore, discourage unethical practices and has Executive Committee level engagement with the National Federation of Fishermen's Organisations and the collective actions towards best practice in the sector.

Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery statement of UK Fisheries Ltd for the financial year ending 31 December 2024. It received approval by the Board of Directors on 12 May 2025.

Baldvin Þorsteinsson

Director