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Slavery and Human Trafficking Statement

INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking is a hidden blight on global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All Thomas Mawer Ltd employees are expected to report concerns and management are expected to act upon them.

ORGANISATION'S STRUCTURE

Thomas Mawer Ltd is a wholesale animal and pet food raw material supplier formed in 1977 and based in the United Kingdom. The head office is in Kingston upon Hull and we have another office in Hereford. The company has a turnover in excess of 36m.

OUR BUSINESS

Our business is a trading business purchasing raw materials for our customers to further process them into animal and pet foods.

OUR SUPPLY CHAINS

Our supply chains are involved in the sourcing of raw materials principally related to the provision of animal and pet foods. Many of these raw materials are co-products from the human food industry.

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 Anti-slavery Policy (in tandem with our ethical 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 to identify and mitigate risk –

- Where possible we build long standing relationships with local suppliers (based in the UK) and make clear our expectations of business behaviour.
- With regards to international supply chains, our first point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the chain to adopt due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply, ultimately going back to the initial manufacturer / supplier / grower of the raw materials.



- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers. This is highlighted in the employee handbook which is available to every employee.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and any agents to comply with our values.

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 employees. All Directors have been briefed on the subject.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Communication and personal contact (where possible) with the next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our companies Slavery and Human Trafficking Statement for the financial year starting 1st August 2023 and finishing 31st July 2024.



Daniel Chilvers
Managing Director

24th September 2024