



Policy Statement Modern Slavery Policy

Doc Ref: modernslavery

Issue Date: April 2020

INTRODUCTION

1. Farmers First is committed to doing business with integrity and in an ethical manner. This includes a commitment to ensuring that there is no modern slavery in its own operations and engaging actively with its suppliers to prevent any modern slavery in its supply chains.

2. Farmers First aims to ensure that there is no modern slavery in its own operations, or that of its suppliers, by:

- Setting out a clear policy in relation to modern slavery.
- Providing employees with training to ensure that they are aware of the nature of modern slavery and the Company's policy in relation to it.
- Implementing recruitment and people policies designed to ensure that no modern slavery can occur within the Farmers First Group.
- Implementing due diligence procedures, and placing contractual obligations, on its suppliers, to mitigate the risk of modern slavery within our suppliers or in their supply chains.
- Encouraging employees to be vigilant and report any suspicions of modern slavery.
- Providing employees with suitable channels of communication, through which concerns can be raised, and ensuring that sensitive information is treated appropriately.
- Investigating suspicions of modern slavery and ensuring that appropriate action is taken.

3. This Modern Slavery Policy is considered an important part of the way in which Farmers First people are expected to conduct business across its operational sites.

4. This policy applies to all employees, consultants, and Directors within the Farmers First Group.

Prepared By	Approved By	Date	Reference	Signature
Mike Gooding	The Board	April 2020	modernslavery	<i>Lenny J Bayliss</i>

THE MODERN SLAVERY ACT

5. The UK implemented the Modern Slavery Act in 2015. The act places obligations on companies to ensure that there is no modern slavery in their own operations, and in those of their suppliers.

6. Modern slavery encompasses any form of slavery, servitude, forced labour, and human trafficking.

7. A copy of the UK Modern Slavery Act 2015 can be found at:
www.legislation.gov.uk/ukpga/2015/30/contents

FARMERS FIRST'S POLICIES IN RELATION TO MODERN SLAVERY

8. Farmers First operates a structured training programme to ensure that its people are aware of and understand this Modern Slavery Policy.

9. Farmers First's Personnel Policy requires that thorough right to work checks are undertaken before any person is employed in the U.K.

10. Farmers First maintains a register of its most significant suppliers, against which a modern slavery risk assessment is undertaken based on sector, geographical location and other relevant factors. Where appropriate, action will be taken to follow up with the supplier to seek to ensure that no modern slavery is taking place.

11. Farmers First operates a clear organisational structure and 'open door' policy with easy access to senior managers and Directors for staff at any level who wish to raise any concerns in relation to modern slavery, securely and without fear of reprisals.

RESPONSIBILITY

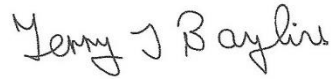
12. The prevention of modern slavery is the responsibility of all Farmers First people, particularly those responsible for teams internally and for relationships with suppliers.

13. This Modern Slavery Policy is reviewed annually. Any significant issues arising are immediately reported to the Board of Farmers First, and other issues arising are reported on a routine basis to the Board of Farmers First Ltd.

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This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes the Farmers First slavery and human trafficking statement for the current financial year.

Approved by the Board of Farmers First Ltd, and signed on behalf of Farmers First Ltd.



Terry Bayliss – Chairman, Farmers First

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Mike Gooding	The Board	April 2020	modernslavery	