

Modern Slavery Act Transparency Statement 2025

Introduction

This is our seventh Modern Slavery and Human Trafficking Statement. It is made in accordance with section 54 of the UK's Modern Slavery Act 2015.

This statement was approved by the Managing Director, Martin Balmer in October 2025 for the financial year ending 30th April 2025.

The statement sets out the steps Trilanco has taken in the financial year 2024/2025 to manage modern slavery risks and human trafficking in their operations and supply chain.

Our Organisation

Trilanco is a specialist equine, pet and agricultural products wholesaler, the business is single site based in Wesham, Lancashire. The site supplies products to the UK, Ireland, Europe and other countries across the world. Our annual turnover for the financial year ending April 2025 was £58,336,173 million.

Our policies

Trilanco is committed to maintaining the highest ethical standards within our own business, our supply chain and those we supply.

Our workforce practices and Human Resource Policies commit Trilanco to providing a workforce that is free from discrimination, intimidation, hostility, and violence. Our policies and business ethics include anti bribery and corruption, respect for people, human rights, diversity and inclusion, equal opportunities and whistleblowing.

We use local recruitment agencies who source labour ethically and commit to the standards laid out in their own modern slavery statements.

Trilanco provides awareness and training for its management in particular:

Our leadership, HR and procurement team are required to undertake annual refresher training which includes identifying and resolving concerns around modern slavery and human trafficking if suspected and what external help is available. 16 people have undertaken this training.

Colleagues are encouraged to raise any concerns or suspicions with management or HR in confidence and are made aware of these processes at induction and information provided on noticeboards. Trilanco are committed to working with appropriate organisations to improve standards, by passing details to the appropriate enforcement bodies. If a specific case of modern slavery was identified in the UK, it would be reported to the police immediately by ringing 101 or if potential victims were in immediate danger ring 999.

Managing Risk due diligence

The Company are already taking action to promote ethical business practices and policies that protect workers from being abused and exploited in their own organisation and global supply chains. Prevention, detection and reporting of modern slavery is the responsibility of everyone in the business. As a responsible employer we support local communities by recruiting within the area where we operate which minimises the risk of human trafficking and by carrying out right to work checks with all employees and paying at least the National minimum wage.

We ensure all Suppliers have the correct registration and VAT certification and identification before trading.

Most of our suppliers are large multinationals who are UK based businesses and source products within the UK, these businesses produce their own modern slavery statements and are minimal risk.

All new suppliers are asked to show compliance to Modern slavery before we conduct business with them.

Some of our UK suppliers source their products from overseas, and have multiple routes to market, many do provide a statement of compliance to Modern Slavery on their website detailing their due diligence.

We do minimal business with suppliers in higher risk countries, who may present some risk, we do not audit these currently, though we seek a statement of compliance.

Declaration

This statement is made in pursuant of S54 of the Modern Slavery Act 2015 and constitutes the company's Slavery and Human Trafficking statement for the financial year ending April 2025.

Trilanco Ltd October 2025


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Martin Balmer, Managing Director