Slavery and Human Trafficking Statement

Managing Director

Slavery and Human Trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. We are all committed to improving our practices to combat slavery and human trafficking.

Organisation’s Structure

Scottish Sea Farms are committed and passionate about Scottish salmon. The entire process, from egg to plate, is 100% made in Scotland, which gives the seafood its unique taste. Scottish Sea Farms have over four decades of experience in working to the highest industry standards and have established a worldwide reputation amongst the most discerning customers. The company is based in Stirling and South Shian, Argyll and has farms all around Scotland, from the Shetland Islands to the Orkney Islands, in and around Oban and the Highlands, raising salmon in the cool, clear waters of the North Atlantic. Scottish Sea Farms are owned by SalMar and the Lerøy Seafood Group ASA of Norway.

We have an annual turnover in excess of £36m.

Our Business

Our business is organised into four business units: Marine, Freshwater, Processing and Support and Specialist Functions.

Our Supply Chains

Our supply chains includes the sourcing and distribution of salmon to third party processes within the UK, Europe, Asia, America and UAE.

Our Policies

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 Ethical Trading Initiative policy and employment policies and processes reflect 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.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we:

- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.
- Our supply chain providers are always with a UK provider and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

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

Training

The Management Team are responsible for compliance in their respective departments and for their supplier relationships and have been trained accordingly. All employees receive an induction into the business where our policies, procedures and expectations are outlined.

Our effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring, right to work documentation and payroll system audits and
- Maintain a level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with our expectations.
- We regularly review the supply chain policies, code of conducts and websites to show commitment.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2018.
Jim Gallagher, Managing Director, Scottish Sea Farms Ltd

We have updated this document to reflect the Home Office guidance on the slavery and human trafficking statement. We will record here any changes to this resource as a result of developments in the law or practice.