

**MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

**Introduction**

Dean’s of Huntly Limited (“the Company”) is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring its supply chains are free from slavery and human trafficking.

**Scope of Statement**

This statement covers all activities of the Company including our production and retail site and all goods or services bought by the Company. The Company currently operates both a retail and production facility within the United Kingdom.

Responsibility for the Company’s anti-slavery initiatives is as follows: -

* Modern Slavery Statement update: The Board of Directors are responsible for ensuring the statement is up to date, and accurately reflects the Company’s actions and initiatives to tackle slavery and human trafficking.
* Policies: The HR, Management Team and Directors are responsible for introducing policies and reviewing the process by which they are developed.

**Relevant Policies**

The Company operates the following policy that describes its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations: -

* Ethical Trading Policy: The Company’s ETP demonstrates the Company’s commitment to being fair and just in dealings, contracts, and agreements with employees, agency workers, contracted workers, suppliers, and customers.
* Preventing Hidden Labour Exploitation Policy: The Company’s commitment to developing and adopting a proactive approach to tackling hidden labour exploitation.
* Human Rights Policy: The Company conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognised Human Rights.

We continue to review and update our practices, policies, and procedures to establish the best way of incorporating our policy on modern slavery.

**Due Diligence**

The Company undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. The Company’s due diligence and reviews include: -

* The Company is audited by an independent Audit Body to ensure ethical compliance.
* Using Sedex, where suppliers can be checked for their labour standards, compliance in general, and modern slavery and human trafficking in particular. Suppliers are requested to be on Sedex and provide a link to their Ethical SAQ.
* Mapping the supply chain broadly to assess particular product or geographical risks to modern slavery and human trafficking.
* Evaluating the modern slavery and human trafficking risks of each new supplier.

**Training and Awareness**

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 all our staff. New starters are provided with information during their induction (we continue to use Stronger Together videos during the induction training and display Stronger Together posters on our staff notice boards).

**Board Approval**

The Company’s Board of Directors have approved and signed this statement and will ensure it is reviewed and updated annually in accordance to Section 54(1) of the Modern Slavery Act 2015 for each financial year of the organisation.

 

William A Dean

Managing Director