



FEEDING INNOVATION Modern Slavery and Human Trafficking

Financial Year ended 31st July 2020

Policy Statement

John Thompson & Sons Limited is a trading subsidiary of BHH Limited. John Thompson & Sons Limited acknowledges its responsibilities in relation to ethical business activity and in tackling modern slavery within our supply chain or in any other part of our business. Our policies and our interaction with colleagues, as well as suppliers, reflects our commitment to acting ethically in all our operational matters. We strive to ensure that we, and our supply chain, act in compliance with the Modern Slavery Act 2015, and will continue to monitor such compliance.

Our Business

John Thompson & Sons Limited is a trading company, the principle activities of which are the manufacture and sale of compound animal feeds and the sale and distribution of fertilisers.

We remain committed to compliance with the Modern Slavery Act 2015, and as part of our Quality Assurance Programme we manage a vendor approval process; these ethical trading risk assessments form an integral part of the approval process for new vendors.

The risk assessment for existing vendors was repeated, extended to address suppliers not subject to review in previous years. This covered areas within our business and our supply chain identified by legislation, with particular focus on child labour, forced labour, health and safety, worker's rights, diversity and minimum pay.

We wrote to the extended sample of our vendors (based on our annual expenditure) acknowledging our responsibilities in relation to ethical business activity and in tackling modern slavery and requiring them to confirm or provide comments against a compliance checklist and to supply copies of relevant policies or action plans. Positive confirmation has now been received from 95% of the total vendors to the company.

In the coming year, we will expand this assessment to cover a wider group and follow up on the vendors who failed to respond. We will also focus on refreshing training and carry out a more in depth review of a specific area of the supply chain to be selected based on an updated risk assessment of our supply chain

Training

We continue to provide training for our management on the issue of modern slavery within our supply chains and our business. We are committed to addressing modern slavery and ensuring ethical compliance and have developed policies which we adhere to as a business. These are made available within our staff handbook and include a provision to address a safe mechanism for whistleblowing.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, constitutes our modern slavery and human trafficking statement for the financial year ending 31st July 2020 and was approved by the Board of Directors on 16th December 2020.

Declan Billington
Chief Executive
John Thompson & Sons Limited

John Thompson & Sons Limited

35-39 York Road, Belfast, BT15 3GW | T 028 9035 1321 | F 028 9035 1420 | E info@thompson.co.uk

www.thompson.co.uk



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