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## Modern Slavery and Human Trafficking Statement 2023

The information in this statement, which is signed by our Chief Executive Officer, Andrew Swift, details the policies, processes, and actions Fera has taken to mitigate the risk of modern slavery and human trafficking in our supply chains and any part of our business. It covers all activities within Fera Science Limited and is Fera's Modern Slavery Statement for the financial year ended 31 December 2023, required under the provisions of the Modern Slavery Act 2015 (the "Act").

**Our commitment:** Slavery is illegal everywhere in the world, but despite that, there are currently an estimated 40.3 million people in modern slavery or victims of human trafficking across the globe. Out of the millions of people trapped in modern slavery, 16 million people are exploited by the private sector, so it is paramount that businesses take action to end these abhorrent practices<sup>1</sup>.

1. <https://www.fastinitiative.org/wp-content/uploads/BlueprintExecutive-DIGITAL-1.pdf>

At Fera, we are committed to playing our role by ensuring that through our management and operations we have the systems, policies, and processes in place to identify any potential instances of exploitation and, if found, eradicate modern slavery in all its forms from our business and supply chain. We are taking the appropriate steps to ensure that everyone who works for Fera benefits from a working environment in which their fundamental human rights are respected and anyone that we do business with also upholds these principles.

**Our business and structure:** Fera is a national and international centre of excellence for interdisciplinary investigation and problem solving across plant and bee health, crop protection, sustainable agriculture, food and feed quality and chemical safety in the environment. We have an annual turnover of £54m in 2023. We create and deliver integrated, innovative, and expert research services and products for our partners in crop protection, chemical and animal health companies, as well as food producers and growers, manufacturers, distributors, and retailers. We also support and work closely with governments, academia, and leading research organisations, and we are a caring and responsible company committed to making the world a better, healthier, and safer place.

Fera takes a partnership approach to union relations as we believe it adds value to all the stakeholders and relationships concerned. We also believe it provides our colleagues and our recognised union with genuine opportunities to contribute to the future success of our organisations. We meet with the recognised trade union in line with the collective agreements in place on a regular basis. Matters for discussion can include business performance, strategy and resolving local issues raised.

## Governance and policies

**Our governance:** Our commitment to human rights and the eradication of modern slavery is overseen by our senior leadership team. Fera's Leadership Team consists of executive Directors, business unit heads and functional heads who have full accountability, including for Responsible Business, Human Resourcing and Procurement activities. Overall accountability is held by the Joint Venture Board. The Board have final sign-off of this Statement.

**Our policies:** The following company policies support us in mitigating the risks of modern slavery in our business and supply chain. They apply across Fera Science Limited and are available to all colleagues via a document management system and via our website. The policies are managed by relevant functional heads such as HR, Procurement, Commercial and Finance, and are embedded in our company-wide risk management framework.



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**Code of Conduct:** (The Code) describes what we must do and how we must behave to ensure we have the trust of all our stakeholders. We will create better outcomes in the right way in line with our purpose and values. The Code builds on these foundations and applies to everyone who works at, or with, Fera. It summarises in one place elements of our key policies, and the standards and procedures which support them.

**Whistleblowing Policy:** Sets out our commitments to speaking up about serious concerns, detailing how any person working at or with Fera, including those employed in our supply chain, can raise concerns or 'whistle blow' and the channels available to do so confidentially, responsibly, and effectively and without fear of repercussions.

**Supplier Charter:** Sets out the principles of how we will conduct business in an open, honest, and transparent manner, and the behaviours and practices we expect of our suppliers and partners. This includes specific reference to our expectations for our suppliers to never use or support practices that inhibit the development of children, not hold an individual nor group in slavery or servitude, not use any form of involuntary labour, nor traffic individuals or groups for the purpose of labour exploitation in line with the Modern Slavery Act.

**Diversity and Inclusion:** Ensures that we foster a fair and inclusive workplace, where our people are valued, their differences are respected, and discrimination is eliminated. Our policy is supported by a mandatory Diversity and Inclusion training module for all colleagues that needs to be taken annually.

**Procurement Policy:** Sets out what our suppliers should expect from us when we buy goods and services and the requirements that must be met by every part of our business when doing so. This includes operating responsible business procurement practices with clear and fair procurement processes and paying promptly in accordance with payment terms.

**Human Rights Policy:** Ensures appropriate procedures are in place to mitigate the risk of potential breaches of international human rights standards, including the United Nations' Universal Declaration of Human Rights (UDHR), the International Labour Organisation (ILO) core conventions on Labour Rights, and the Modern Slavery Act. The Human Rights policy is referenced within our mandatory Diversity and Inclusion training module.

**Wellbeing policy:** Sets out our commitment to prioritise and create working environments that protect, support, and promote the wellbeing of all our colleagues, managing any factors that may cause negative emotional, psychological, physical, or social impacts. We expect everyone to have the necessary training and awareness to protect the wellbeing of all our colleagues with working conditions that make our people feel happy and healthy.

**Safeguarding policy:** Sets out our commitment to safeguarding our colleagues, and any other adults at risk or children who come into contact with us during work related activities. Safeguarding relates to promoting the welfare of adults at risk or children and protecting them from harm. We are committed to providing the necessary training to our colleagues to do this, fulfilling our legal and regulatory safeguarding requirements, and providing a safe, efficient, confidential, and supportive process for reporting and managing any safeguarding concerns or issues.

**Risk management:** All risks, including potential human rights, modern slavery and human trafficking risks, are managed and monitored through the contract lifecycle, as per our Corporate Risk Management Framework and its associated key performance indicators. This requires rigorous assessment at contract, business unit and review at executive level.

**Suppliers:** We have a Supplier Risk Framework for assessing and managing our supply chain risk and introduce controls to ensure compliance to our Policies and Supplier Charter. This Risk Framework covers the full supplier lifecycle and defines the organisational responsibilities for supplier management:



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- As part of the implementation of the framework and assessment, we review annually our Tier 1 and high-risk suppliers against our Responsible Business commitments and credit risk.
- As part of the Supplier Risk Framework, we undertake rigorous due diligence on all our suppliers.
- We consider the labour and human rights theme as a priority risk area in relation to modern slavery, and as such suppliers are assessed against all aspects of their treatment of their people, including a requirement to provide evidence of how they guard against modern slavery.

**Due diligence:** At a minimum, we expect both ourselves and our suppliers to comply with all applicable local laws and regulations, providing safe working conditions, treating workers with dignity and respect, acting fairly and ethically, and using environmentally responsible practices where practicable.

**Training and Communication:** To make colleagues aware of the Act we share this statement with all colleagues through our internal communication channels and a copy of this statement is available on the Fera website ([www.Fera.co.uk](http://www.Fera.co.uk)). We also provide training on all of our policies for example but not limited to: Equality & Diversity, Modern Slavery, Discrimination and Harassment, Code of Conduct. We also seek feedback from colleagues through our annual People Survey, which is open to all Fera colleagues, and these people survey results show that our teams and managers are doing a great job. We also communicate with all our colleagues on a regular basis via the intranet, weekly bulletins, Open Forums and Business Unit meetings.

#### **Board approvals**

This statement is made pursuant to section 54(1) of the Act. Fera's Joint Venture Board approved this statement on [Add Date].

A handwritten signature in black ink, appearing to read "ASW", written over a light blue horizontal line.

Andrew Swift  
Chief Executive Officer  
21.02.2024