



M.W. BEER & CO LTD.

COMMODITY TRADERS AND SHIPPERS FOR VEGETABLE OIL AND FATS

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SLAVERY AND HUMAN TRAFFICKING STATEMENT

1/03/2021

INCLUDING ALL BUSINESS ENTITIES, OWNED AND OPERATED BY M.W.BEER HOLDINGS LTD.

INTRODUCTION FROM THE 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. Staff are expected to report concerns and management are expected to act upon them.

ORGANISATION' STRUCTURE

We are a trader and shipper of vegetable and animal fats. **M.W.Beer Holdings Ltd** is the parent company of a wholly owned subsidiary, **M.W.Beer & Co. Ltd.**. The company has its head office in the UK and trading outlets are global. The company has an annual turnover in excess of £36m.

OUR BUSINESS

Our business is organised into four business units: food, feed, technical and shipping.

OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials principally related to the provision of food, feed and Technical application.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

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 Anti-slavery Policy reflects 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 in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk –

- Where possible we build long standing relationships with global suppliers and agents and make clear our expectations of business behaviour; and we expect these entities to have a suitable anti-slavery and human trafficking policies and processes.
- We expect each entity in the supply chain to, at least, adopt “one-up” due diligence on the next link in the chain. It is not practical for us to have a direct relationship with all links in the supply chain, ultimately to the field or farm.

Directors: M.W.Beer. M.Beer. C.R.Holmes.

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- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. The Directors are responsible for compliance in their respective departments and for their supplier relationships.

TRAINING

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 the relevant members of staff. All Directors have been briefed on the subject.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) 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:

- Completion of House Audits by the Compliance Officer;
- Inclusion in procedure, selection of suppliers of products P8-01 and recorded in approved suppliers R8-01.
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.

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MARTIN BEER.
CHIEF EXECUTIVE.
M.W.BEER HOLDINGS LTD.