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# Thomas Bell & Sons Ltd

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F e r t i l i s e r I m p o r t e r s

## Modern slavery statement for financial year ended 30<sup>th</sup> June 2019

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Thomas Bell & Sons Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Thomas Bell & Sons Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business and supply chains

Thomas Bell & Sons Ltd import and manufacture fertiliser, and also operate a country store. Fertiliser is imported from all over the world and delivered throughout the country.

The company maintains close relationships with all its suppliers, the largest being organisations which supply across various geographical locations. The company remains vigilant to all risks particularly with small-scale business and farms where there may be a higher risk of unlicensed manual labour.

### Due diligence processes and risk assessment

Thomas Bell and Sons Ltd continue to remain vigilant within their own specific supply chains. The company has identified the following procedures to identify and mitigate the risks of modern slavery and human trafficking.

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
5. Thomas Bell & Sons Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been

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Managing Director: A.M. Major

VAT No GB: 288 4222 36 Reg No 1271192 England

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Fertiliser Importers

convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

## Training

We will regularly conduct training for all staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

## Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

## Continuing Progress

Thomas Bell & Sons Limited is committed to making continuous progress with regards to the recommendations outlined in the UK House Office Guidance on the UK Modern Slavery Act 2015.

Signature



Andrew Major

Managing Director

Date 11<sup>th</sup> December 2019

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