

MODERN SLAVERY ACT COMPLIANCE STATEMENT

This Statement is published in accordance with the Modern Slavery Act 2015. It sets out the steps which HJ Lea Oakes Ltd/Oakes Millers Ltd have taken to prevent modern slavery and human trafficking in its operation and its supply chains.

Business and Supply Chains – An Overview

HJ Lea Oakes Ltd/Oakes Millers Ltd are manufacturers and suppliers of top-quality animal, livestock and zoo feeds, serving customers across the United Kingdom and internationally.

All of our raw materials are sourced from UK based, assured suppliers. Where possible the materials are UK produced, however due to demand and accessibility some materials are of overseas origin.

The majority of our staff are long term employees. We also use temporary employees in the busy periods. We have two preferred recruitment agencies, both of which have policies in place including considerations of The Modern Slavery Act.

Policies in relation to Slavery and Human Trafficking

We build our business on the basis of mutual trust and are committed to the requirements of the Modern Slavery Act. We have established a Supplier Code of Conduct which we communicate to our suppliers. It sets out our expectations with regard to responsible employment practices. It is based on globally recognised codes and conventions.

We review this Code of Conduct annually and are satisfied that it covers the right to freely choose employment. We will continue to review and refine the Code of Conduct principles as the modern slavery prevention practices develop.

Due Diligence Process in relation to Human Trafficking in our Business and our Supply Chain.

In assessing our own business, we are satisfied that our existing employment practices and procedures comply with legal requirements in relation to modern slavery and human trafficking.

The Supplier Code of Conduct is designed to ensure suppliers adhere to similar standards. We write to them to seek confirmation that their business is aware of our Code and the content of the Act and is working to adhere to those.

Effectiveness in ensuring no slavery or human trafficking

As we continue to develop our approach in this area, we expect to assess our performance on modern slavery issues based on queries raised and issues identified as they arise.

This statement has been approved by the Board of Directors. It is reviewed annually.



Dot Gidge
Compliance & HR Manager

Last reviewed January 2024