



Anti-Slavery and Human Trafficking Statement Pursuant to the Modern Slavery Act 2015

Our Business and Organisational Structure

The AF Group Limited (AF) is the largest agricultural purchasing group in the UK, with a buying power in excess of £250 million.

AF is staffed by specialists with a comprehensive knowledge of their product area, enabling them to not only secure savings across a broad portfolio of products and services but offer an unparalleled level of service and administrative support.

Our Policy on Slavery and Human Trafficking

AF commits to developing and adopting a proactive approach to tackling hidden labour exploitation and human trafficking. This includes:

- Slavery – victims are deprived of their freedom and forced to work
- Human / child trafficking – people are moved, often internationally, so that they can be exploited
- Forced labour – people are forced to work against their will for little or no pay, often under the threat of violence to themselves or their families.
- Debt bondage – victims work to pay off debts that they have no realistic chance of being able to clear

Forced labour can include the exploitation of job applicants and workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management including payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators with victims, if they perceive of themselves as such, reluctant to come forward.

Slavery and human trafficking are abhorrent crimes and we all have a responsibility to ensure that they do not continue. At AF we pride ourselves on the steps we have taken to combat this practice and take every effort to conduct our business ethically and responsibly. As an employer we are committed to paying at least the Living Wage and we regularly review our terms of employment to ensure that they comply with all relevant legislation. We procure goods and services from a vast number of suppliers and are committed to doing what we can to combat slavery and human trafficking throughout our supply chain.

Our anti-slavery and human trafficking statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing systems and controls that seek to ensure slavery and human trafficking is not taking place anywhere in our supply chains. AF does not wish to support or deal with any business or organisation knowingly involved in slavery or human trafficking in any part of its operations remotely or indirectly. In the event that we suspect a breach of The Modern Slavery Act 2015, we would report the perpetrator and immediately cease trading/dealing with the perpetrator.

As part of our initiative to identify and mitigate risk within our business and our supply chains:

- All AF employees are made aware of this statement which is held on our employee Intranet and displayed on our company website and staff are encouraged to identify and report any suspicions or concerns to their line manager.
- We promote the 'Stronger Together' initiative aiming to reduce modern slavery, particularly hidden forced labour, labour trafficking and other third party exploitation of workers.
- We expect our suppliers to adhere to all legislation relating to The Modern Slavery Act 2015 and we make clear our expectations of business behaviour.

Due Diligence Processes for Slavery and Human Trafficking

- To ensure all those in our supply chain and labour providers adhere to current legislation, we aim to evaluate our key suppliers on various aspects of Corporate Social Responsibility.
- We require new suppliers to declare that they are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offence involving slavery or human trafficking.
- Through the implementation of this programme, we ensure a responsible supply chain that shares our company's ideas, practices and sustainable policies.
- We also communicate with our Members to raise awareness of slavery and human trafficking, giving them access and links to resources that can help them to recognise, identify and report any signs of potential issues with their workers.
- Our HR Department has measures in place to monitor the terms upon which AF employees are engaged and remunerated.

Training and Support

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 relevant training and support to our staff to ensure compliance in this area. Senior management are regularly briefed on the subject.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 January 2023.



David Horton-Fawkes
Chief Executive Officer
The AF Group Limited