

# ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT 2023-2024

Modern slavery is a violation of fundamental human rights and a complex and multi-faceted crime. It takes various forms such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the exploitation and deprivation of a person's liberty by another for personal or commercial gain.

## ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

The National Farmers' Union is an Employers' Association registered with the Certification Office. As the leading representative body for agriculture and horticulture, with members covering two-thirds of the agricultural land in England and Wales, the NFU is committed to improving practices to combat slavery and human trafficking.

The NFU ensures its compliance with the Modern Slavery Act 2015 ('MSA') and expects its employees, members, suppliers and their supply chains to take all reasonable and practical steps to comply with the MSA. Our Anti-Slavery and Human Trafficking Policy, located in our Staff Handbook, details the commitment of the NFU to the MSA.

We also expect our suppliers, and their supply chains, to engage in good employment practices and to comply with all relevant legislation and regulations in the countries in which they operate. We do not have intricate supply chains and our suppliers are primarily providers of equipment, maintenance and support services for our offices within England and Wales.

## STEPS FOR THE PREVENTION OF MODERN SLAVERY

In our efforts to monitor and reduce the risk of modern slavery occurring within our business and its supply chains, we have:

- Conducted a risk assessment to determine the level of risk of modern slavery posed to our business;
- Conducted a supplier risk assessment to identify any parts of our business or our suppliers' which are at risk of modern slavery so that our efforts can be focused on those areas;
- Contacted all major suppliers for confirmation of their compliance with our minimum standards; and
- Introduced mandatory online training for new starters to highlight the risks of modern slavery, common signs and how to report it.

We have continued to monitor the risk of modern slavery and have not received any reports from suppliers, law enforcement agencies or the public identifying any areas of concern. In light of the above assessments, we have concluded that the risk of modern slavery occurring within our business and its supply chains is low.

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## FUTURE STEPS

The NFU intends to continue to monitor and reduce the risk of modern slavery occurring in our business and its supply chains by:

- Requiring all new major suppliers to confirm their own compliance with our minimum standards;
- Continuing its practice of contacting all existing major suppliers to reaffirm their commitment to comply with our minimum standards on an annual basis;
- Requiring existing suppliers to confirm that they are taking all reasonable steps to comply with the MSA in their own supply chain;
- Keeping up to date with developments to primary legislation following the government's proposals and ensuring any necessary changes are implemented to ensure compliance; and
- Adding our statement to the Government's [Modern Slavery Statement Registry](#).

We will assess any instances of non-compliance with our minimum standards on a case-by-case basis and will tailor remedial action appropriately. This remedial action may result in us deciding not to establish a relationship with a new supplier or terminating our relationship with an existing supplier.

We encourage all staff working for and with us (including employees, consultants, contractors and agency workers) to report any concerns about modern slavery in any part of our business or in our supply chains in accordance with our Anti-Slavery Policy.

The Anti-Slavery and Human Trafficking Statement and associated policy was approved by the NFU Governance Board on behalf of the organisation on 07 September 2023 and signed by Terry Jones, Director General.

