

Modern Slavery statement

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

W & H Marriage and Sons Ltd ("the Company" or "we") have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We are committed to implementing and enforcing effective systems and controls, to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

1. Organisation structure and supply chains

W & H Marriage & Sons are 200-year-old family run millers of quality flours, based in Essex.

WHM Pet Group, our subsidiary business, based in Lincolnshire and Yorkshire, produces pet, bird and animal feed products.

The Group has a turnover of over £60m.

We source wheat and other grains for the manufacture of flour, as well as other raw materials for pet, bird and animal food.

2. Policies

Our Anti-Slavery and Human Trafficking policy explains how to raise any concerns both internally and externally about modern slavery issues in our business or supply chains.

Our Whistleblowing policy aims to encourage employees to report any suspected wrongdoing or unethical conduct, including guidance on how to raise any concerns, without fear of reprisals.

Our recruitment process requires all employees to provide documentary supporting evidence of their right to live and work in the UK.

3. Due diligence processes, risk assessment and management

Marriage's are members of SEDEX and adhere to the ETI Base Code.

We operate an approved supplier list. Our supplier approval process requires our suppliers to complete supplier questionnaires and confirm that ETI Base Code conditions are met by them and passed on as a requirement to their own relevant suppliers. A risk-based approach determines whether external certification and third party inspection details are also required.

We have long standing relationships with our local wheat farmer suppliers. Our UK farmer suppliers are Red Tractor approved.

As part of our commitment to responsible recruitment, employment agencies must be GLAA registered and are reviewed bi-annually.

Resources to inform employees about how to identify signs of forced labour and how to report concerns are displayed onsite. We also have reporting boxes which provide a platform by which any person can raise concerns anonymously.

4. Key performance indicators

We judge the effectiveness of the steps being taken if we have not received any reports of modern slavery taking place via our internal reporting or through other sources.

At the date of this statement, no identified instances of modern slavery have been reported.

5. Training

Managers receive modern slavery awareness training as part of their compliance training.

Declaration:

This statement is made pursuant to Section 54 of The Modern Slavery Act 2015. This policy was approved by the board of directors on 22 May 2025.

It constitutes our Modern Slavery and Human Trafficking Statement for the 2024-2025 Financial Year (Year end 30 April 2025).



Hannah Marriage
Company Director, 22 May 2025