



HRP026 – Modern Slavery

This statement sets out the steps taken by Cooke Aquaculture Scotland Ltd and Cooke Aquaculture Holding Limited for the year 2021 to ensure that no such modern slavery or human trafficking is taking place.

Cooke is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains and imposes the same high standards on our service suppliers.

Our Company

Cooke is a global seafood company with operations in North America, Europe, and South America. Our company's success is driven by our dynamic, highly skilled and innovative management team, supported by dedicated employees who mostly live in coastal communities and contribute to the local area's economy and sense of community.

Cooke is committed to responsible and sustainable production and the delivery of high-quality products through a number of accreditations. Our Business Units, spread throughout the UK, are split into four: Freshwater, Seawater, Processing and Support.

Our salmon is produced in accordance with exceptional farming practices making Cooke Scotland a leading sustainability-driven company. Integrating all steps of the salmon's natural life cycle ensures traceability from the egg and that the highest food security standards are met.

Our Supply Chains

Our supply chains have evolved over the years through historical trading with suppliers and service providers to build long term relationships using local resources whenever possible.

These cover the procurement of equipment, feeds and egg selection, to ensure our freshwater, seawater, harvesting, processing and packing operations and onward distribution comply with the requirements of our worldwide customers and our own commitment to ensure there is no human trafficking or modern day slavery within our production chain.

Our Policies

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains and this is reflected in our policies. Our policies are underpinned by our five core values which give us a clear sense of purpose and direction. Our Ethical and Social Corporate Responsibility demonstrates our commitment towards this.

Due diligence processes for slavery and human trafficking:

Whistleblowing Policy

We encourage all our colleagues to report any concerns related to the activities of our business or supply chain. This includes any circumstances that may give rise to a risk of modern slavery or human trafficking. Our whistleblowing procedures are designed to make it easy for disclosures to be made, without fear of retaliation.

Anti-Bribery and Corruption Policy

We condemn any form of bribery or corruption. Engaging in corrupt behaviour is not compatible with how we conduct business and it is against our global business compliance policy.

Anti-Slavery and Human Trafficking Policy

We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our own business or in any of our supply chains.

As part of our initiative to identify and mitigate risk as a business:

- We regularly benchmark against the Ethical Trading Initiative (ETI) base code to ensure that we are acting in accordance with an internationally recognised code of practice.
- We are members of SEDEX, an online worldwide collaborative platform for sharing responsible sourcing data on supply chains
- Training is provided ongoing and during induction for employees
- We validate the identity of all our permanent employees and ensure that they have the legal right to work in the UK

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 year 2021.

Colin Blair, Managing Director, January 2022