

United Oilseed Producers Ltd.

Registration Number 20341R

United Oilseeds Producers Ltd – Slavery & Human Trafficking Statement for the Financial Year 2019-20

This statement is made to comply with Section 54 – Part 6 of the Modern Slavery Act 2015 and sets out the processes the company has taken to ensure that we have a zero-tolerance policy regarding slavery and human trafficking and child labour within our whole company

Our direct supply chain is primarily UK based and we consider our suppliers to be 'low risk' regarding breaches of the Modern Slavery Act, however we do not underestimate the possibility of such a breach and therefore recognise the need for compliance checks.

We are confident that our business continues to be compliant with the 'Modern Slavery Act 2015', however we do recognise the need to ensure external links and associations with the business also need to comply with the act. Detailed below are the steps taken, to ensure that our supplier/customer relations endeavour to achieve the same high standards in regard to this as ourselves.

Company Structure

United Oilseeds is one of Britain's foremost national agricultural co-operatives. Owned entirely by its farmer members, we are the UK's only oilseed rape marketing specialist. In addition to Oilseed Rape, we also trade linseed, oats and pulses and are the parent company of small seed special, Hubbards Seeds, which sells game cover, catch crops, grass and maize.

We operate nationally through a network of regional Area Managers, our head office being based in Devizes, Wiltshire.

Our elected Board of Directors comprises farmers from across the UK, and everything we do is focussed on our core aim of improving the profitability of our members' individual businesses.

Our Policies:

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:-

1. Anti-slavery guidance. United Oilseeds stance on modern slavery, it explains how employees can identify any instances of this and where they can go for help.
2. United Oilseeds resourcing processes ensure that eligibility to work in the UK checks are conducted on all employees, including but not limited to checking an original passport and any other qualifying documentation.
3. Whistleblowing policy. This ensures all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of good business practice. This code explains the manner in which we behave as an organisation and how we expect our employees to act.

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Supply Chain Standards

We believe that respecting human rights and slavery in our supply chain is primarily our supplier's responsibility. However, we understand that as customers we have a responsibility to ensure we communicate our expectations of our suppliers to them and as such we have developed and continue to develop means of communicating and monitoring our expectations.

- Expect our suppliers to have suitable policies and processes in place to prevent child labour, modern slavery and human trafficking, and where applicable, cascade those policies to their own suppliers.
- Undertake regular reviews of our suppliers.
- Include appropriate terms in our contractual documentation with our suppliers:
 - Obliging suppliers and their contractors, suppliers and employees to comply with the Modern Slavery Act
 - Reserving the right to audit suppliers where we consider it appropriate
 - Obliging suppliers to report to us if they are aware of or suspect slavery or human trafficking in a supply chain connected with United Oilseeds
 - Reserving the right for us to terminate the contract at any time should the instances of modern slavery come to light.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains
- Monitor potential risk areas in our business and supply chains

Training

The workforce is made aware via email of the issues surrounding modern slavery and what to do if they suspect that it is taking place within our supply chain.

We operate a whistle blowing policy and to encourage employees to be forth coming in reporting any suspected wrong doing or illegal activity.

Approval for this statement.

This statement is made pursuant to section 43(1) of the Modern Slavery Act 2015 and constitutes UOP's slavery and human trafficking statement for the financial year ending 31/6/20.

This statement was approved by the Board of Directors on 26/1/21.

United Oilseeds Producers Limited

Signature.....

Troy Stuart

Position: Chairman