

## Slavery & Human Trafficking Statement

### Financial Year 2025–26

This statement is published in accordance with **Section 54 of the Modern Slavery Act 2015** and outlines the steps United Oilseeds Producers Ltd (“United Oilseeds”, “UOP”) has taken during the 2025–26 financial year to prevent modern slavery, human trafficking and child labour within our business and supply chains.

United Oilseeds maintains a **zero-tolerance approach** to all forms of exploitation.

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### Our Business and Structure

United Oilseeds is one of Britain’s leading national agricultural co-operatives, owned entirely by its farmer members. We are the UK’s only oilseed rape marketing specialist and also trade linseed, oats, sunflowers and pulses. UOP is the parent company of Hubbards Seeds, which supplies game cover, cover crops, grass seed and maize.

We operate nationally through a network of regional Area Managers, supported by our head office in Devizes, Wiltshire. Our elected Board comprises farmer members from across the UK, and our core aim is to improve the profitability and resilience of members’ businesses.

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### Our Supply Chain

Our direct supply chain is **primarily UK-based**, and we assess our suppliers as generally **low-risk** for modern slavery. However, we recognise that no supply chain is risk-free.

We remain committed to ongoing due diligence and continuous improvement.

United Oilseeds expects all suppliers and business partners to meet high ethical standards and comply fully with the Modern Slavery Act.

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### Policies and Internal Controls

We operate several internal policies designed to uphold ethical and transparent business practice:

1. **Anti-Slavery Policy**

Provides clear guidance on identifying risks of modern slavery and reporting concerns.

## 2. **Recruitment and Right-to-Work Checks**

All employees undergo eligibility-to-work verification, including original documentation checks.

## 3. **Whistleblowing Policy**

Enables employees to raise concerns confidentially and without fear of reprisal.

## 4. **Code of Good Business Practice**

Sets expected standards of behaviour and ethical conduct for all employees.

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## **Supplier Standards and Due Diligence**

United Oilseeds requires suppliers to uphold the same standards we apply internally. Our approach includes:

- Expecting suppliers to maintain policies preventing modern slavery, child labour and trafficking, and to cascade these requirements through their own supply chains where relevant.
- Conducting **periodic supplier reviews** to identify and assess risks.
- Including **contractual clauses** requiring suppliers to:
  - Comply with the Modern Slavery Act.
  - Report any suspected modern slavery concerns linked to our supply chain.
  - Permit audits where appropriate.
- Reserving the right to **terminate contracts** where modern slavery is identified.

These measures are designed to:

- Identify and assess potential risk areas.
  - Reduce the risk of slavery and trafficking occurring within our operations and supply chains.
  - Monitor and review risk areas on an ongoing basis.
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## **Training and Awareness**

Employees are periodically reminded of the risks of modern slavery and how to report concerns. Our whistleblowing framework encourages staff at all levels to speak up about unacceptable practices in our business or supply chain.

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## **Commitment to Continuous Improvement**

We recognise the increasing expectations set out in the UK Government's updated transparency guidance (2025) and continue to strengthen our due diligence and reporting processes to reflect evolving best practice.

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### **Approval of This Statement**

This statement is made pursuant to **Section 54(1)** of the Modern Slavery Act 2015 and constitutes United Oilseeds Producers Ltd's Slavery and Human Trafficking Statement for the financial year ending **30 June 2026**.

This statement was approved by the **Board of Directors on 26 January 2025**.

**Signed:** *Benjamin Jackson*

Ben Jackson

**Position:** Chairman

United Oilseeds Producers Ltd