

## **BIOMAR - MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**



### **Financial Year January 2024 – December 2024**

Financial Year: 1 January 2024 – 31 December 2024

(Prepared under Section 54(1) of the UK Modern Slavery Act 2015)

### **1. Organisational Structure, Business and Supply Chains**

BioMar is fully owned by Danish conglomerate Schouw & Co., founded in 1878 and listed on the Copenhagen Stock Exchange. Schouw & Co. makes long-term investments in leading businesses and employs more than 4,500 people worldwide.

BioMar is its largest investment, representing over half of group turnover and operating as a world leader in the production of high-performance diets for more than 45 fish and shrimp species across 80 countries. Founded in 1962, BioMar's heritage is a long-term commitment to developing aquaculture responsibly and sustainably.

We support customers in delivering healthy, great-tasting seafood by innovating efficient, safe and nutritious aquafeed with minimal environmental impact. Our global scale and local agility allow us to meet individual customer needs.

Our supply chains span local and global sourcing of raw materials, with recognised higher-risk regions and sectors. We hold extensive certifications (UFAS, M&S Feed Manufacture Scheme, HALAL, ISO 9001/14001/45001/22000, Label Rouge, BAP, ASC compliant, Organic Certified, and VMD standards).

### **2. Policies and Governance on Modern Slavery and Human Rights**

BioMar has zero tolerance for slavery and human trafficking. We expect everyone in our supply chain to comply with this principle.

We follow the Ethical Trading Initiative (ETI) Base Code for our UK operations. Key areas include freedom of employment and association, safe working conditions, no child labour, fair wages, non-discrimination, environmental compliance, decent accommodation, and responsible use of agencies and migrant labour.

Our Employee Handbook (equal opportunities, diversity, non-harassment, disciplinary, whistleblowing, anti-bribery) reinforces these standards and is issued to all new starters.

The People Director manages policy implementation and training, with oversight from the BioMar Management Team and the Board of Directors, which reviews and approves this statement.

### **3. Due Diligence Processes**

We conduct supplier onboarding using modern-slavery questionnaires, document verification, and risk-based physical audits. ASC certification underpins our supplier code of conduct, extending diligence to ingredient manufacturers.

A supplier's failure to meet standards, or to provide information in a timely manner, may result in disqualification. Whistleblowing procedures are available via the Schouw & Co. website.

We also apply ETI principles covering: freedom of employment and association; safe and hygienic working conditions; child and young worker protection; fair wages and working hours; non-discrimination and humane treatment; environmental and housing standards; and responsible management of subcontractors, agencies and migrant labour.

#### **4. Risk Assessment and Management**

We recognise that certain regions and raw-material sectors carry higher modern-slavery risks. BioMar assesses supplier compliance through the supplier-approval cycle, audits and due-diligence questionnaires, focusing on:

- Recruitment and labour practices
- Contracted labour agencies
- Raw-material sourcing transparency (Tier 1 and Tier 2 visibility)
- Ethical compliance indicators and grievance mechanisms

Risk outcomes are monitored through audit results and training participation rates. Where risks are identified, mitigation measures and supplier engagement are prioritised.

#### **5. Training and Awareness**

All employees receive modern-slavery and equality training during induction, refreshed annually. Training covers: rights awareness and identifying risks, grievance and reporting mechanisms, and escalation procedures.

BioMar also holds SMETA and ASC accreditations, which include staff training on compliance with working-hour, equality, diversity and inclusion standards. Training effectiveness is reviewed annually by the People Director.

#### **6. Measuring Effectiveness and Key Performance Indicators (KPIs)**

KPIs for 2025:

- Updated Supplier Code of Conduct published online
- 100% training completion by key staff and senior management
- Annual payroll and HR audits
- Maintenance of ASC certification
- Response to all whistleblowing cases within 24 hours
- Annual supplier-approval cycle completion
- Annual review of website content and codes of conduct

Future commitments:

- Maintain ASC certification
- Enhance Tier 2 supply-chain visibility
- Strengthen worker feedback mechanisms
- Continue developing metrics and external engagement processes

#### **7. Approval and Sign-Off**

This statement was approved by the BioMar UK Board of Directors and signed by:

Robert Wilson

Business Unit Director

Signed:  Date: 19/11/25

