



THE AVIAN NUTRITIONISTS

## Slavery and Human Trafficking Statement

Modern Slavery Act 2015

### INTRODUCTION

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. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All staff are expected to report concerns and management are expected to act upon them.

Johnston & Jeff Ltd. has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships to improve our practices to combat slavery and human trafficking. 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.

### ORGANISATIONAL STRUCTURE

Johnston & Jeff Ltd. is a family business founded in 1880 and based in Yorkshire, England. Our head office and manufacturing plant are located on the same site in East Yorkshire.

The company employs circa 50 employees and operates in the United Kingdom with an annual turnover of over £20m

### OUR BUSINESS

We are manufacturers of high-quality Pet, Bird and Animal feed products dealing with wholesale and trade businesses, purchasing raw materials that we clean and mix into products. We also purchase sustainably sourced timber that we process into our own designs of wooden products.

### OUR SUPPLY CHAINS

Our suppliers are involved in the sourcing of raw materials, principally related to the provision of animal and pet foods if not the producer/grower of the raw material. Some these raw materials are byproducts from the human food industry.

Our supply chain includes;

- Combinable crops purchased from UK farmers
- Combinable crops purchased through merchants from overseas farmers
- Fuel purchased from multi-national companies
- Chemicals purchased from UK based companies
- Timber purchased from UK based companies farmed from Scandinavia
- Commodities purchased from EU & ROW based companies
- Dried larvae products purchased from ROW based companies

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## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no Modern Slavery or Human Trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

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

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk:

- Where possible we build long standing relationships with local supplier (based in the UK) and make clear our values and expectations of business behaviours
- With regards to international supply chains, our first point of contact is preferably with a UK based company, branch or merchant and we expect these entities to have their own suitable anti-slavery and human trafficking policies and processes in place, which align with our own. We expect each entity in the food chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us or others to have a direct relationship with all links in the supply, ultimately going back to the initial manufacturer/supplier/grower of the raw materials
- We have in place systems to encourage the reporting of concerns and the protection of whistleblowers. This is highlighted in the employee staff handbook which is given to all new employees and is available upon request to any and all employees as well as copies being available in communal shared spaces.

## SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. As identified, we consider Johnston & Jeff Ltd. is at low risk of exposure to slavery and human trafficking in our supply chain. However, in any areas where we consider there is a greater risk of such exposure we aim to ensure all those in our supply chain and contractors comply with our values. In circumstances where we perceive a risk, the matter will be referred to the relevant departmental manager who will consider the steps necessary to prevent Johnston & Jeff Ltd. being exposed to or assisting in Modern Slavery or Human Trafficking.

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to all members of staff through One Point Lessons and Inductions and provide further in depth training to any members of staff who are exposed to any area of our business where we have identified a higher than low risk of exposure in our supply chain.

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## OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We are committed to keeping our effectiveness in this area under review to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. In order to continually and effectively combat slavery we must keep open communication and personal contact (where possible) with the next link in our supply chains or with our direct suppliers, to discuss their understanding of, and compliance with, our expectations, to eliminate slavery from all our processes.

We judge the effectiveness of these steps being taken through a variety of factors, the main one being if we have received any reports of modern slavery taking place via our internal reporting system or through other sources. At the date of this statement, no identified instances of modern slavery or human trafficking have been reported.

## DECLARATION

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 financial year 2026-2027



Charlie Johnston

Procurement Manager, 23 April 2026