



Your livestock supplement specialists

FARMERS' PARTNERS SINCE 1935

Tithebarn Ltd. Slavery and Human Trafficking Statement for the financial year 2019/2020

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (MSA 2015) and sets out the steps Tithebarn Ltd. (hereafter Tithebarn) has taken to ensure that modern slavery and human trafficking is not taking place in any part of the company's supply chains or own business.

Modern Slavery is a crime resulting in abhorrent abuse of human rights. The term "modern slavery" is used to encapsulate the crimes of slavery, servitude, forced or compulsory labour and human trafficking.

Company Structure

Tithebarn Ltd., registered company number 00300375, is a manufacturer and supplier of mineral and vitamin animal feed supplements serving markets worldwide.

The company employs 35 personnel based in Winsford, Cheshire and 36 as sales representatives across the UK.

The company's management structure is as follows:



Staff Awareness

The Staff Handbook includes the Modern Slavery Policy. The handbook is available to all staff members who are each required to read and sign it on commencing work with the company or when updates or additions are included.

Due Diligence Process

Tithebarn is committed to reducing modern slavery and human trafficking within its supply chain of raw materials and other appropriate suppliers of goods and services. To this end, Tithebarn Ltd. will send questionnaires to all Suppliers to ascertain their level of compliance with the MSA 2015. The returned forms will be assessed and approved or otherwise. Where a Supplier does not appear to conform, the company will take immediate action by investigating further. A copy of this questionnaire can be found on the Tithebarn website under *Certificates and Compliance*.

Identifying Areas of Risk to Tithebarn's Supply Chain

Tithebarn has a range of Suppliers which are themselves accredited to appropriate industry standards and therefore regulated to the same stringent degree. We consider these to be low risk using the "*Stronger 2gether*" risk screening resource.

On a risk-based approach, Tithebarn considers suppliers of services to constitute the greatest risk. Such services are considered to include contracted cleaning and maintenance, catering and printing. All suppliers of these services will be asked to complete the Supplier Questionnaire and the responses to this form will lead to action where required; the list of recipients can be supplied on request.

Effectiveness of Tithebarn's Approach to Reducing Slavery and Human Trafficking

This will be informed by the responses to Suppliers questionnaires and any resulting action required to be taken.

Training

All staff at Tithebarn have been made aware of the Company's response to the MSA 2015 and of questions asked of suppliers. Senior staff members and those working most closely with suppliers of goods or services have received more detailed, in-house training using government resources intended for such a purpose.

Statement Approval

This statement is made in accordance with the Modern Slavery Act 2015 section 54(1) and constitutes the Tithebarn Ltd Slavery and Human Trafficking Statement for the financial year ending 31st August.

The Directors of Tithebarn Ltd. delegated approval of this statement on its behalf to the Managing Director of Tithebarn Ltd at Winsford, September 2018.

Signed by

Apryl Biddle (Managing Director)

Date