

## Introduction from the Business Manager

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and the management team is expected to act upon them.

## Our structure

FWAG East Consultancy Ltd is a small organisation (Company Reg No: 07863112) providing environmental solutions for sustainable farming in the counties of Cambs, Herts, Essex, Beds & Northants. We are a single entity, with no subsidiary companies. We are a member of the national FWAG Organisation, that acts as an umbrella organisation to represent the various independent FWAG organisations throughout the UK.

Our organisation has an annual turnover considerably lower than the £36m threshold for reporting compliance with the Modern Slavery Act 2015. However, we uphold the principles and aims of the Act and are committed to ensuring that we do not support, tacitly or implicitly, any form of slavery and human trafficking.

## Our business

Our organisation:

- provides consultancy services to farmers to give advice and access grants that deliver environmental benefits;
- tenders for contracts from private and public organisations;
- applies for funding to deliver specific projects on farmland.

All of our employees are paid in excess of the hourly living wage. None of our employees work outside of the UK.

## Our supply chains

We consider our supply chains to be low risk. All of our suppliers are UK based.

- Our suppliers of physical goods are limited to the provision of: printing, posting and stationery supplies; office equipment; equipment required to conduct soil and water sampling; catering for events.
- Our suppliers of services include: consultants and expert advisers that deliver work on our behalf; agricultural services contractors who deliver small-scale capital works; professional services including accountancy, bookkeeping and IT support.

## **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. This statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **Due diligence processes for slavery and human trafficking**

As part of our strategy to identify and mitigate risk:

- we build long-standing relationships with local suppliers and sub-contractors, making clear our expectations of business behaviour;
- with regards to our supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes;
- we expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain - it is not practical for us (and all other participants in the chain) to have a direct relationship with all links in the supply chain;
- we encourage the reporting of concerns and the protection of whistle blowers.

## **Supplier adherence to our values**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

## **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 are embarking on a process to provide training to relevant members of staff. The management team has been briefed on the subject.

**This statement constitutes FWAG East's**

**MODERN SLAVERY STATEMENT**

**for the financial year (2022/2023)**

Pat Neylon

Business Manager

FWAG East Consultancy Ltd

Approved by the Directors on 1<sup>st</sup> Dec 2022