



## **Modern Slavery and Human Trafficking Statement**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Wm Nelstrop & Co Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Wm Nelstrop & Co Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

Wm Nelstrop & Co Ltd is a family run business in Stockport that has milled flour from wheat since 1820. We are a small team of dedicated management & staff and we have a very low turnover of employees.

The majority of wheat is from the United Kingdom but we also purchase from France, Germany & Canada. This can vary due to the UK harvest quality & is reviewed annually.

This policy will be updated annually before the end of the Company financial year - 31<sup>st</sup> March.

### **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Ethical Trading policy. This policy sets out the organisation's stance on ethical trading based on the principles set out in SEDEX.
2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

### **Our suppliers and Due Diligence**

Wm Nelstrop & Co Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes verification to ensure that particular organisation has never been convicted of offences relating to modern slavery.

As part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery



3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

We understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Approval for this statement

This statement was approved by the Directors on 21.02.19

Conrad Syers  
Joint Managing Director

A handwritten signature in cursive script that reads 'Conrad Syers'.

Date: 13.03.23