



NORTHERN IRELAND FISHERMEN'S FEDERATION (NIFF) MODERN SLAVERY STATEMENT

Issued: 18 October 2024 | **Review:** 18 October 2025

Version: v1.0 October 2024

Introduction

The Northern Ireland Fishermen's Federation ('NIFF') has a zero-tolerance to modern slavery and trafficking of any kind. We will strive to act ethically and with integrity in all our business dealings and relationships at all times to ensure, as is as reasonably possible, that modern slavery and trafficking is not taking place anywhere in our own business scope, our registered member businesses, or in any of our Tier 1 and 2 supply and/or value chains. We will ensure that our approach and stance on this issue is clear with all members, employees, contracted third-party partner organisations, and related supply chain stakeholders including, but not limited to state and non-state entities. This means publicising this voluntary statement, reviewing it regularly, and ensuring all who work with, for, and who are represented by NIFF, are fully conversant with its contents.

Organisation's Structure

We are a voluntary collaborative federation comprising the Anglo Northern Ireland Fish Producers Organisation ('ANIFPO') and the Northern Ireland Fish Producers Organisation ('NIFPO') collectively, the constituent organisations. We work under English Law and submit all necessary and required annual reporting documents to relevant UK authorities as required, and upon request. We are overseen by the Directors of ANIFPO and NIFPO on behalf of the registered members in a joint role as Co-Chairs.

Our Policies on Anti-Slavery and Human Trafficking

We are fully committed to ensuring that there is no modern slavery or human trafficking in our supply chains, or in any part of our business or our member's businesses. Both our current and developing policies reflect our firm commitment to acting ethically and with integrity in all our business relationships, and to iteratively implement and enforce effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our supply chains.

We will treat any member, employee or contracted third-party breach of our policies very seriously. For example, any member, employee or contracted third party who breaches the relevant Anti-Slavery and Trafficking policy will face disciplinary action which could result in dismissal for misconduct or gross misconduct, and/or removal of membership from its Producer Organisation, and/or termination of service contract(s).

We will regularly review and update all relevant internal policies, and we will have internal processes in place to monitor and maintain our policies at regular intervals.

Supplier Adherence to our Values and Ethics

All new suppliers, third-party contractors and partners will be required to read, understand and sign our forthcoming Code of Conduct, which will be referenced as standard in our contracts for services and a sustainability assurance risk assessment forms part of our onboarding process, as applicable.

Colleagues, employees, crew and third-party contractors are regularly reminded of Modern Slavery challenges to help enable the identification of any concerns within our supply base. Further, relevant training will be enacted as and when necessary.

We will regularly assess the effectiveness of all our business actions to ensure that they meet our business objectives, and to determine whether further remediation steps are required. This will include updates to this statement.

NIFF Continued Commitment

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking in NIFF, its constituent Producer Organisations, and throughout our related supply chains. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas. This includes communications through various channels to internal employees, members, crew and third parties, and the ability to report concerns through our Whistleblowing Policy and associated due process.

This statement is made pursuant to Section 54 (Part 6) of the Modern Slavery Act 2015.¹ It has been approved by the Co-Chairs and is signed by Mr. Harry Wick and Mr. Brian Chambers.

Signed:



Name: Harry Wick
Role: Co-Chair

Signed:



Name: Brian Chambers
Role: Co-Chair

18 October 2024

NB. This statement is available in both hard and electronic copy.

¹ <https://www.legislation.gov.uk/ukpga/2015/30/section/54>