



# Andrew Marr International Limited

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Livingstone Road, Hessle, HU13 0EE, England  
Tel: +44 (0)1482-642304. Fax: +44 (0)1482-643525

## **MODERN SLAVERY STATEMENT**

This Statement relates to our commitment to comply with Section 54 (1) of the UK Modern Slavery Act 2015 and constitutes the Slavery and Human Trafficking Statement of Andrew Marr International Limited (AMI) and its subsidiary companies for the financial year ending 31<sup>st</sup> March 2019.

The Group is committed to taking the necessary actions to prevent abuse of workers at all stages within our supply chain and to comply with the provisions of the UK Modern Slavery Act 2015.

### **Organisational structure**

Founded in 1986, Andrew Marr International Limited has its head office based in Hessle, East Yorkshire.

Its main subsidiary businesses are J Marr (Seafoods) Limited - sourcing and trading fish globally, AJK Limited - cold stores, operating and rental of cold storage, P&J Johnstone Limited – fish catching, fishing vessel management and fish selling in the North East of Scotland, Fastnet Fish Limited - sourcing of frozen seafoods for the processing, wholesale, catering and retail sectors and Marrfish Limited – processor and supplier of fresh fish and seafood.

### **Seafood Supply chain**

The Group and its subsidiaries make purchases of various marine capture and aquaculture raised species from around the world including the following countries:-

Europe, Norway, Iceland, Greenland, Faroe Islands, North Africa, West Africa, South Africa, India, Yemen, Thailand, Russia, New Zealand, USA, China, Japan, South Korea, Vietnam, Sri Lanka, Malaysia, Indonesia, Argentina, Uruguay, Chile, Ecuador, Peru.

Purchases may be made directly from fishing vessel operators, their selling agents or land-based processors and farms.

### **Risk assessment**

Within the global seafood industry, both the catching and processing sectors in some regions are known to have instances of human rights issues. As an example, illegal and or migrant workers being deceived into enduring prolonged non-voluntary periods of work on fishing vessels without payment or benefits and subjected to threats and physical abuse. We are also aware, through media articles and NGO reports, of human rights abuses both onboard fishing vessels and within the land-based farming and processing sector.

Due to the complexity of the seafood supply chains within our businesses, there can often be many tiers involved from wild caught marine fisheries and land-based aquaculture. Our supply chains may stretch through several countries from point of capture through catchers, farmers, auctions, processing, importers, agents and brokers. This complexity has made mapping seafood supply chains difficult. Therefore, we recognise that our supply chains could potentially have a higher risk than normal compared to those of a relative simpler nature.

We will continue to develop our systems and engagement with suppliers throughout the coming year to enable us to clarify that our own and our supplier's activities do not include human trafficking or slavery.

### **Policies**

The Group has a whistle blowing policy which encourages its staff to report any concerns in the supply chains. This includes any circumstances which may give rise to an enhanced risk of slavery or human trafficking.

We expect our Suppliers to comply with our ethical standards. As such we will request Suppliers to reject the use of forced, bonded, or trafficked labour or anyone held in slavery or servitude.

Each subsidiary business within the group has a mandatory obligation to operate in compliance with current Modern Slavery legislation. Business specific supplier audit processes are either in place, under review or are to be further developed to ensure the activities of our employees and our suppliers comply with the ethical and moral obligations necessary to comply with the UK Modern Slavery Act 2015.

In addition, we will continue to develop tools to analyse further our supply chains to combat the risks associated with the purchasing and distribution of seafoods.

### **Training**

The Group is committed to enhancing its training relating to our Modern Slavery Policy. As such, training dealing specifically with the need for its employees to understand and comply with its policy on the issue of modern slavery will be developed during the coming year.

Approved by the Andrew Marr International Limited Board of Directors who will review and update this statement on an annual basis.

Signed: A G Marr  
Director

Dated: 1<sup>st</sup> July 2019