

Langage AD (UK) LLP			
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Author	E McClelland	Approved By	Gary Jones

Slavery and human trafficking statement.

Introduction.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. Langage AD has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its own business or in any part of its supply chain.

1.2 Langage AD is also committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains, consistent with disclosure obligations under the Modern Slavery Act 2015. Langage AD expect the same high standards from all its contractors, suppliers, and other business partners, and as part of its contracting processes, Langage AD includes specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and Langage AD expect that its suppliers will hold their own suppliers to the same high standards.

1.3 This policy applies to all persons working for Langage AD or on its behalf in any capacity, including employees at all levels, directors, officers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

1.4 This policy does not form part of any employee's contract of employment and may be amended at any time.

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2.1 Langage AD is incorporated within Langage Dairy Farm a family run business in Devon, the farm also has a Dairy Factory producing ice-creams, clotted creams, and yogurts. The AD Plant takes in food waste processes this to separate the food from packaging. The food stock is pasteurised and digested to produce methane which is used to power a combined heat and power (CHP) engine, the electricity produced is used to power both the AD Plant and Dairy Factory with the remainder going to the grid.

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Supply chains.

3.1 The food waste is delivered by several businesses all UK based, 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. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence process for slavery and human trafficking.

4.1 As part of our initiative to identify and mitigate risk we:

- Build long-standing relationships with local suppliers and make clear our expectations of business behaviour.
- Have a policy of “knowing our customer” to ensure that we are contracting with appropriate businesses.
- With regards to national or international 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 every other participant in the chain) to have a direct relationship with all links in the supply chain. We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

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

4.3 If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chain constitutes any of the various forms of modern slavery, raise it with your manager.

4.4 We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any part of our supply chain. If you believe that you have suffered any such treatment, you should inform your manager immediately.

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Communication, training, and awareness of policy.

5.1 Training on this policy, and on the risk our business faces from modern slavery in its supply chain will be given where needed. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this policy.

6.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

6.2 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Gary Jones (Managing Director).

