

## Modern Slavery and Human Trafficking Statement 2023 / 24

### SUPPLY CHAIN

310+ SUPPLIERS

3000+ PRODUCT RANGE

FROZEN, CHILL, AMBIENT, FRUIT & VEG,  
NON FOOD & BONDED GOODS

RESPECT FOR HUMAN AND LABOUR RIGHTS

FAIR EMPLOYMENT PRACTICES

CONFLICTS OF INTEREST

ENVIRONMENT

ANTI-CORRUPTION



Strachans Limited has been operating in the North East of Scotland since 1939, and has been supporting the offshore Oil and Gas sector since 1974. From 2011 we have been part of the Wrist Group - the largest global Ship Supply company.

Strachans specialises in the distribution of Food and Consumables to the UK Offshore and Shipping Industry. This means that we work with numerous organisations in the supply of both food and non-food products.

It is important that all workers and employees are protected from modern day slavery and human trafficking, and imperative that as a company, we promote Health, Safety and Welfare throughout our supply chains.

### Business Principles

As part of the Wrist Group, Strachans supports and complies with a set of guiding business principles. The Business Principles reinforce a commitment to conducting our business in a sustainable way, in order to promote the long-term interests of the group, whilst constantly striving to maintain the highest legal and ethical standards in all business practices.

These principles set out a clear path to ensure that Strachans promotes good practice and complies with the law, ensuring the business does not violate human rights, acts in an ethical manner and within an anti-corruption framework.

More Info at: <https://www.wrist.com/en/csr/corporate-responsibility/>

## STEPS TAKEN

A number of steps were previously outlined in how Strachans would tackle Human Trafficking and Modern Slavery within its supply chains and business endeavours and to have effective arrangements in place to ensure that slavery and human trafficking is not taking place within those supply chains<sup>1</sup>.

### <sup>1</sup> SUPPLIERS

- Amending terms and conditions of supply to require compliance with the Modern Slavery Act 2015.

### <sup>2</sup> EMPLOYEES

- During interview and selection process the Company have regard to key indicators of human trafficking.
- Using team briefings, individual meetings and written communications as a means to remind employees of raising concerns over human rights, including slavery and trafficking.

### <sup>3</sup> CUSTOMERS

- In the event of a statutory breach by a customer of the Modern Slavery Act 2015 the Company would seek to review its supply arrangements.

These steps have now been fully implemented across the Company, and we will continue to monitor these in the future, whilst introducing new steps in support of the Modern Slavery Act.

## NEXT STEPS

Strachans aims to comply with the highest standards expected in the supply of goods to the Offshore Oil and Gas and Renewables Industry.

In order to further Strachans commitment to the Modern Slavery Act 2015, we will:

1. Carry out more robust investigations into the integrity of our suppliers sourcing practices<sup>1</sup>.
2. Continue with the company application as an Authorised Economic Operator (AEOC). By voluntarily meeting a wide range of criteria, the programme enhances international supply chain security in order to facilitate legitimate trade.

<sup>1</sup> There is a reporting system for any potential breaches and these arrangements are regularly communicated, monitored and independently audited upon notification.

“This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (and associated regulations) and has been approved by the Strachans board. This constitutes Strachans slavery and human trafficking statement for Strachans financial year ending 31<sup>st</sup> December 2023.”

A. Stuart Donaldson  
Managing Director  
Strachans Ltd