



## Modern Slavery Statement

### Introduction

This statement is in compliance with the Modern Slavery Act 2015. This statement sets out Duncan Farms Ltd's zero tolerance approach to modern slavery and human trafficking and outlines the steps we have taken to mitigate risks within our business and supply chain.

This statement is for our financial year ending March 2026.

### Our Business & Supply Chains

Duncan Farms Ltd is an egg producer and packer operating in Scotland selling eggs into retailers, foodservice and wholesale channels in the UK.

Our business operates rearing, laying, grading and packing of free range and organic eggs. We also mill and mix feed for our hens. The business employs over 50 employees, across multiple sites, in the North East of Scotland. Additionally, we source eggs from partner producers across Scotland.

Duncan Farms Ltd works with selected UK and international suppliers for key categories including packaging and feed ingredients.

### Policies

We have multiple policies in place that underpin our zero tolerance approach to modern slavery and human trafficking. These include:

- *Human rights policy* – ensuring people are treated with dignity & respect
- *Ethical trading policy* – ensuring people are treated with dignity and respect and will ensure that all employment is freely chosen
- *Recruitment policy* – committed to applying our equal opportunities policy statement at all stages of our recruitment and selection
- *Whistleblowing policy* – ensuring people can raise concerns anonymously
- *Equal opportunities policy* – committed to encouraging equality, diversity and inclusion among our workforce. The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best.



- *Soy Policy* – aligned to the UK Soy manifesto. Committed to promoting responsible production of soy, which benefits local farmers and surrounding communities, and that respects human rights.
- *Agency Worker Policy* – committed to only using reputable employment agencies. GLA checks are carried out prior to any new agency being contracted by the business.

### **Due Dilligence**

Duncan Farms Ltd is a Corporate Member of Scotland Against Modern Slavery.

The company is also registered with the Supplier Ethical Data Exchange (SEDEX).

### **Training**

One of Duncan Farms senior management team participates in Stronger Together - Tackling Modern Slavery in UK Business Training.

This senior manager also attends monthly Scotland Against Modern Slavery (SAMS) workshops.

### **Review**

This statement will be reviewed annually and updated accordingly. Any non-conformances will be reported and addressed by our senior management team. As a responsible employer we will continually look for ways to improve our systems.

Signature David A Green

Date 21-12-2025

CEO