

DODSON & HORRELL GROUP

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Financial year 2018



DODSON & HORRELL
LIMITED



Dodson & Horrell (Holdings) Limited CRN 00355559

Dodson & Horrell Limited CRN 2098720

Concept Complete Service Limited CRN 03352835

Trophy Pet Foods Limited CRN 03083110

Registered Office: Kettering Road, Islip, Kettering, Northamptonshire, NN14 3JW

Last Amended January 2019

Introduction

This statement is made pursuant to section 54 part 6 of the Modern Slavery Act 2015 and sets out the steps that the Dodson & Horrell Group of Companies (Dodson & Horrell Group) have taken to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

Our Organisation's Structure

The Dodson & Horrell Group is a group of related companies held in a group structure under the parent company Dodson & Horrell (Holdings) Limited. We were founded in Ringstead, Northamptonshire in 1939 by Claude Horrell, supplying traditional livestock and poultry feeds to farms and smallholdings. We remain a family business with strong links to our local community but with a national and international customer base and progressive outlook. The Group contains three main trading companies Dodson & Horrell Limited (DHL), Concept Complete Services Limited (CCSL) and Trophy Pet Foods (Trophy) and our head office is in the UK and all our trading Group Companies are in the UK.

The Dodson & Horrell Group had an annual turnover in the financial year 2018 of in excess of £46,000,000.

Our Businesses

Our three main trading companies are:

- **Dodson & Horrell Limited**

Dodson & Horrell Limited is Europe's leading horse feed manufacturer and has expanded its product portfolio to provide quality nutrition for a diverse range of species with significant dog and bird food brands, contract manufacture of pet foods and a range of diets for a wide range of domestic, commercial and zoo animals. Dodson & Horrell Limited exports its products to over forty countries worldwide.

Having outgrown its original milling facility at Ringstead the company began development of what is now its principal manufacturing site, distribution centre and head office at Islip, Northamptonshire. The company is honoured to have been granted a Royal Warrant of appointment both for horse feed in 1985 and for dog food in 2006, making the company Horse and Dog Food Manufacturers By Appointment to Her Majesty Queen Elizabeth II.

The current activities of Dodson & Horrell Limited fall into a number of categories, including branded goods, contract manufacturing and retail. Manufacturing facilities include: feed milling with traditional pelleting; and blending; cereal processing, a herbal blending plant and pet food manufacture.



○ **Concept Complete Services Limited**

Concept Complete Service Limited was founded in 1997 as Concept Grain Systems to provide professional full turn-key operation to both local and outlying farming and industrial clients. Concept offers a complete service from design to installation and is one of the leaders in the provision of grain handling, elevators, continuous flow dryers and on-floor/silo storage systems. The services provided by Concept have been expanded to include:

- Design and installation services for the industrial sector.
- Maintenance services for agricultural and industrial customers, offering planned maintenance packages tailored to suit individual customer requirements
- Laboratory services; providing feed analysis services.
- Business support; providing a range of business services including health and safety audits, assistance with safe working practices and documenting work instructions, risk and COSHH assessments and PAT testing.



○ **Trophy Pet Foods**

Trophy Pet Foods has been established since the early 1990's, the first mobile pet food franchise in the UK. Since its conception, the company has been the market leader in its field and now has an exceptional team of franchisees. It is a nationwide company with the knowledge, experience and know-how to make each of its franchisees successful. Trophy trains, supports and guides franchisees develop and grow their own local pet food businesses selling the Trophy brand which is, manufactured and dispatched to franchisees from our Islip plant

Supply Chain Overview

Our Group Companies have various supply chains which can at their most complicated involve multiple levels of suppliers in the case of engineering supplies procured by CCSL or a very simple supplier relationship where DHL purchase raw materials such as grain direct from local farmers.

The wide range of suppliers and the breadth and depth of parts of the supply chain make it challenging to effectively manage all suppliers policies towards human rights and environmental issues and therefore, Dodson & Horrell Group insist that this is the ultimate responsibility of any supplier who wishes to carry out business with the Group.

Our Policies on Slavery and Human Trafficking

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 Supplier Code of Conduct and Corporate and Social Responsibility Policy reflect 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 Processes for Slavery and Human Trafficking

- Group terms and conditions of purchase forbid the use of forced labour, child labour and physically abusive disciplinary practices by any of our suppliers.
- All direct suppliers are provided with the Group's Supplier Code of Conduct
- Where ever possible we will use suppliers with an industry quality accreditation.
- Where ever possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour.
- Where we use 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 chain to, at least, adopt 'one-up' due diligence on the next link in the chain as is not practical for us (and every other participant in the supply chain) to have a direct relationship with all links in the supply chain.

Supplier Compliance with our Values

Dodson & Horrell Group have zero tolerance to slavery and human trafficking. We expect all those in our supply chains to comply with our values. Each Group Company MD/CEO is responsible for compliance and for monitoring and reviewing their supplier relationships. Group compliance is monitored by the CEO of Dodson & Horrell (Holdings) Limited.

Training

All relevant members of staff including all Group Company directors are provided with training to ensure that there is a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

Monitoring our effectiveness in combating Slavery and Human Trafficking

We conduct supplier audits and in the case of feedstuff raw material suppliers require the completion of annual supplier questionnaires.

Our purchasing departments ensure that there is a level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations

The board of directors of each Dodson & Horrell Group Company delegated approval of this statement on their behalf to the CEO of Dodson & Horrell (Holdings) Limited and this constitutes our Group's slavery and human trafficking statement for the financial year ended 30th April 2018.

Anna Horrell
CEO
Dodson & Horrell (Holdings) Limited

Dated: January 2019