

Modern Slavery Statement

Introduction

This Modern Slavery and Human Trafficking Statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by **D. R. Collin & Son Ltd (DRCS)** during the financial year ended **30 April 2026** to prevent modern slavery and human trafficking within our business and throughout our supply chains.

This statement applies to D. R. Collin & Son Ltd and its subsidiaries, for which DRCS is the ultimate parent company:

- Boat Investments Ltd (SC426601)
- Coquet Island Shellfish Ltd (04874060)
- D. R. Collin (Fish) Ltd (SC333303)
- D. R. Collin Scotland Ltd (SC405788)
- D. R. Collin International Group SARL (FR 848600565)
- Keltic Seafare (Scotland) Ltd (SC141396)
- Sea Harvest Scotland Ltd (SC423669)

DRCS is committed to conducting business ethically, responsibly and with integrity. We recognise that modern slavery, forced labour, debt bondage, child labour and human trafficking remain significant global issues that can affect businesses across all sectors and supply chains.

We maintain a zero-tolerance approach to modern slavery and expect the same high standards from our employees, contractors, suppliers, service providers and all other business partners.

The Board of Directors has overall responsibility for ensuring this commitment is embedded throughout the Group and for reviewing any concerns or potential breaches.

Our Business

D. R. Collin & Son Ltd is one of the UK's leading shellfish processors and exporters.

We purchase live and fresh shellfish from quayside fishermen and fish markets throughout the United Kingdom before processing and supplying live, fresh and frozen shellfish products to customers across the UK, Europe and Asia.

Our customer base includes:

- Retailers
- Supermarkets
- Hotels and restaurants
- Food service providers
- Wholesalers
- Food processors

Operating within the seafood industry means we recognise the importance of maintaining responsible sourcing practices and ensuring ethical standards throughout our operations.

Our Commitment

We are committed to:

- Preventing modern slavery and human trafficking in all areas of our business.
 - Conducting business fairly, ethically and transparently.
 - Respecting internationally recognised human rights.
 - Complying with all applicable employment legislation.
 - Working with suppliers who share our commitment to ethical labour practices.
 - Continually reviewing and improving our policies and procedures to identify and manage modern slavery risks.
-

Our Employees

The Group employs over 200 members of staff, all based within the United Kingdom.

Our employees are recruited directly and employed in accordance with UK employment legislation. We believe the risk of modern slavery within our directly employed workforce is low; however, we remain vigilant and maintain appropriate employment practices.

We ensure that:

- Employment is freely chosen.
 - No forced, bonded or compulsory labour is used.
 - Employees have the freedom to terminate their employment after giving reasonable contractual notice.
 - Workers retain control of their own identity documents and personal belongings.
 - No employee is required to pay recruitment fees.
 - Working hours comply with applicable legislation.
 - Wages meet or exceed the National Minimum Wage and National Living Wage requirements.
 - Employees receive written contracts of employment setting out their rights and responsibilities.
 - Discrimination, bullying, harassment, intimidation or abuse are not tolerated.
 - Employees are treated fairly, with dignity and respect.
-

Our Supply Chain

Our supply chain includes suppliers of seafood products, packaging, transport, equipment, maintenance services, utilities and other operational support services.

The majority of our direct suppliers are located within the United Kingdom and European Union.

While we consider the overall risk within our direct supply chain to be relatively low, we recognise that modern slavery risks can arise in any sector or jurisdiction. We therefore expect all suppliers to operate lawfully, ethically and responsibly.

We encourage suppliers to:

- Comply with all applicable employment legislation.
- Prohibit forced labour, human trafficking and child labour.
- Pay workers fairly.
- Provide safe working conditions.
- Treat workers with dignity and respect.
- Maintain appropriate policies and procedures to prevent modern slavery within their own operations and supply chains.

Due Diligence and Risk Assessment

We adopt a risk-based approach to assessing modern slavery risks within our operations and supply chain.

Our due diligence activities include, where appropriate:

- Assessing suppliers considered to present a higher risk.
- Reviewing supplier information during onboarding.
- Monitoring existing supplier relationships.
- Requesting evidence of relevant policies and procedures where appropriate.
- Considering geographical location, labour practices and the use of temporary or agency labour when assessing risk.
- Reviewing concerns raised through audits, customer enquiries or other sources.

Where concerns are identified, we will work with suppliers to understand and address the issues. Where a supplier is unwilling or unable to demonstrate appropriate standards, we may suspend, decline or terminate the business relationship.

Policies and Governance

Our commitment to preventing modern slavery is supported by a range of internal policies and procedures, including:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Code of Conduct
- Recruitment and Employment Procedures
- Health and Safety Policy
- Equal Opportunities Policy
- Disciplinary Policy

These policies support ethical business conduct and provide clear guidance for employees regarding expected standards of behaviour.

The Board maintains oversight of modern slavery risks and receives updates where appropriate.

Speaking Up

We encourage all employees, contractors, suppliers and other business partners to raise any concerns regarding unethical conduct, modern slavery or human trafficking.

Employees are encouraged to report concerns through their line manager or via the Company's Whistleblowing Policy. Reports are treated seriously, investigated appropriately and, where possible, handled confidentially.

DRCS will not tolerate retaliation against any individual who raises a genuine concern in good faith.

Training and Awareness

We recognise that awareness is essential in preventing modern slavery.

Relevant employees, particularly those involved in procurement, supplier management, recruitment and senior management, receive guidance and training appropriate to their roles to help them:

- Understand the risks of modern slavery.
- Recognise potential warning signs.
- Understand their responsibilities.
- Know how to report concerns.
- Apply our policies consistently.

Training requirements are reviewed periodically to ensure they remain appropriate.

Measuring Effectiveness

We continue to review the effectiveness of our approach through activities including:

- Monitoring supplier compliance where appropriate.
- Reviewing any reported concerns or incidents.
- Periodic review of relevant policies and procedures.
- Assessment of higher-risk suppliers.
- Ongoing management review of modern slavery risks.

To date, no instances of modern slavery have been identified within our directly employed workforce.

Looking Ahead

During the next financial year we will continue to strengthen our approach by:

- Reviewing and updating our Anti-Slavery and Human Trafficking Policy.
- Continuing risk-based supplier assessments.
- Promoting awareness among employees and managers.
- Reviewing supplier onboarding procedures.
- Continuing to monitor legislative developments and industry best practice.
- Seeking opportunities to further strengthen our due diligence processes.

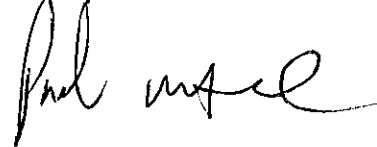
We remain committed to continuous improvement in identifying, preventing and mitigating the risks of modern slavery across our business and supply chains.

Approval

This statement has been approved by the Board of Directors of D. R. Collin & Son Ltd in accordance with Section 54 of the Modern Slavery Act 2015.

Signed on behalf of the Board.

2nd July 2026

A handwritten signature in black ink, appearing to read 'Paul Virtue', written over the date.

Paul Virtue
Managing Director

D. R. Collin & Son Ltd (SC388209)
Unit 1, Coldingham Road Industrial Estate, Eyemouth, TD14 5AN