



National Farmers Union

Modern Slavery Statement 2025-2026

Introduction

Modern slavery is a violation of fundamental human rights and a complex and multi-faceted crime. It takes various forms such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the exploitation and deprivation of a person's liberty by another for personal or commercial gain.

NFU Structure and Supply Chains

The National Farmers' Union ('NFU') is an Employers' Association and is the leading representative body for agriculture and horticulture, with members covering two-thirds of the agricultural land in England and Wales. The NFU has a commercial group of subsidiary companies specialising in *energy, employment and planning* (the 'NFU Group').

The NFU Group is committed to improving its practices to combat slavery and human trafficking and ensures its compliance with the Modern Slavery Act 2015 ('MSA') by expecting its employees, suppliers and their supply chains to take all reasonable and practical steps to comply with the MSA. Our Anti-Slavery and Human Trafficking policies, contained in staff handbooks, detail our commitment.

We expect our suppliers and their supply chains to engage in good employment practices and to comply with all relevant legislation and regulations in the countries in which they operate. We do not have intricate supply chains, and our suppliers are primarily providers of equipment and support services for our offices within England and Wales.

Steps for the Prevention of Modern Slavery

We recognise that it is crucial for us as an organisation to understand the risks of modern slavery and take action to mitigate against them. In our efforts to achieve this we have:

- Conducted an assessment to determine the level of risk posed to our business;
- Carried out assessments to identify any parts of our supply chain which may be at risk of modern slavery so that our efforts can be focused on those areas;
- Contacted all major suppliers for confirmation of their compliance with the MSA; and

- Introduced mandatory online training for all staff within the NFU Group to highlight risks of modern slavery, common signs and how to report it.

We have continued to monitor the risk of modern slavery and have not found any areas of concern. We have not received any reports from suppliers, law enforcement agencies or the public identifying any areas of concern. Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business activities and supply chains.

Internal Operating Policies

Our Anti-Slavery Policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls aiming to ensure slavery and human trafficking is not taking place in our supply chains. It is an annual agenda item for discussions and consultation with the NFU Governance Board and relevant Boards of Directors within the NFU Group.

Future Steps for Prevention of Modern Slavery

The NFU Group intends to continue to monitor and reduce the risk of modern slavery occurring in our business and supply chains by:

- Requiring new major suppliers to confirm their compliance with our minimum standards;
- Continuing to contact existing major suppliers to reaffirm their commitment to comply;
- Keeping up to date with developments to legislation and ensuring any necessary changes are implemented; and
- Encouraging all staff within the NFU Group (including employees, consultants, contractors and agency workers) to report any concerns about modern slavery in any part of our business or in our supply chains in accordance with our Anti-Slavery Policies.

We will assess any instances of non-compliance with our minimum standards on a case-by-case basis and will tailor remedial action appropriately. This remedial action may result in us deciding not to establish a relationship with a new supplier or terminating our relationship with an existing supplier.

This Anti-Slavery and Human Trafficking Statement was approved by the NFU Governance Board on behalf of the NFU Group on 25 November 2025 and signed by:



Terry Jones, Director General