

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

About this statement

This statement sets out Banham Poultry (2018) Ltd actions to understand all potential modern slavery risk related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its business activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

We specialise in the production and sale of poultry in the UK.

We have a number of suppliers and our supply chain includes suppliers of feed, live birds, packaging and utilities. Our suppliers predominantly operate in the UK and we require all of our suppliers to comply in full with the Modern Slavery Act 2015.

Relevant policies

We are a member of Supplier Ethical Data Exchange (SEDEX) and business partner with Stronger Together and we operate the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** – The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline.
- **Employee code of conduct** – The organisation's code makes it clear to employees the actions and behaviours expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.
- **Supplier/procurement code of conduct** – The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.
- **Recruitment/agency workers** – The organisation uses only reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from the agency.

No recruitment fees or related costs are paid by employees, and where evidence of fee-charging is discovered, workers are reimbursed.

Job offers are clear and accurate. All workers understand both the nature of work required and the terms and conditions related to the job.

The collection, storage and processing of workers' personal data accords with national law and the principles of confidentiality, proportionality and necessity.

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Wherever possible, we look to recruit from candidates already living local to the workplace. Transport required for Banham employees or agency workers, is safe and accords with relevant national laws and guidance.

No child labour is used.

Right to Work – We follow our legal responsibilities to ensure each employee has the legal eligibility to work in the country, region and job role. We have processes in place to check agency workers for Right to Work and to ensure there are no imposters or hidden workers.

Training

To ensure staff understand the risk of modern slavery and human trafficking in our supply chains and business we provide training.

Stronger Together information is shared at our induction so that both our permanent and temporary staff are fully aware of our commitment to prevent slavery and human trafficking in our business and supply chains.

Awareness-raising programme

As well as training staff, the organisation has raised awareness of modern slavery issues by putting up Stronger Together posters across the organisation.

The posters explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement for the financial year ending 31st December 2022.



Hadleigh Farrer
Managing Director
Banham Poultry (2018) Ltd

Dated 21st July 2023