



## Modern Slavery Statement

Human trafficking and slavery have no place in the modern world. We are committed to the highest standards throughout our supply chain and protecting our colleagues from exploitation. This is part of our strategic commitment to zero harm for our colleagues.

We are a business where our people make the difference. Without their hard work and dedication we cannot achieve our aim to be our customers' first choice supplier of poultry products and a leader in fresh foods. We have an extensive supply chain and recognise the risk presented by human trafficking and slavery. We are committed to protecting our colleagues and providing employment equality in all we do. This is why, led by our executive board, we are implementing a process that aims to reduce the likelihood of unacceptable labour practices in our supply chain.

### **Our Responsibilities:**

#### A commitment to our employees:

- We comply with or exceed all legal requirements surrounding employee rights, health and safety ethical responsibilities and human trafficking.
- Permanent employment is better for colleagues and limits the risk of human trafficking or modern slavery within our business. Where we use agency staff to fill short-term employment needs, we only use long term partners that operate to our own high standards.
- We have established a transparent and open process to support our 6000 colleagues in raising concerns through a Whistleblowing hotline run 24/7 by Expolink, an independent third party.

#### Rigorous standards for ourselves and our suppliers:

- We adhere to the principles of the Ethical Trading Initiative Base Code along with specific requirements set by our customers' ethical standards.
- We ensure our suppliers understand our policies and expectations in respect of human trafficking and slavery. Any that are unwilling or unable to reduce this risk to an acceptable level will not be part of our supply chain.
- Extensive audits and monitoring.
- We are a member of Sedex, which promotes improvements in ethical and responsible practice and we make information about our businesses and facilities available to customers through this widely recognised system.

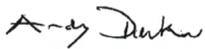
- Through regular audits, we will assess how well we are performing and, where necessary, take swift and decisive action to protect the wellbeing of colleagues.
- We monitor the risk of human trafficking and slavery and focus on reducing these within our supply chain.

#### **Training, awareness and support:**

- We provide our HR and operations colleagues with training to help them identify potential issues and raise suspicions.
- When necessary, we support our suppliers with guidance and advice, liaising with organisations including “Stronger Together” and the GLAA to ensure our practices are robust and fit for purpose.

#### **Our Ongoing Commitment:**

- We work in partnership with our suppliers in response to any human slavery or trafficking concerns raised by Non-Governmental Organisations. Government bodies, suppliers or customers.
- Every year, we review our performance and the extent to which we have kept human trafficking and modern slavery out of our supply chain.
- We publish an annual statement of our practices in terms of human trafficking and slavery and post this on our web site.

Signed:   
Andy Dawkins  
CEO AVARA FOODS

Date: 26 / 11 / 2018

This statement applies to Avara Foods Ltd and its trading names: Faccenda Foods Ltd, Faccenda Foods (Lincs) Ltd and Freemans of Newent Ltd.