



DATED

22nd March 2021

SALISBURY POULTRY (MIDLANDS) LIMITED

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT



INTRODUCTION

The UK Government introduced the Modern Slavery Act in 2015, Mehta Holdings Limited and all members of its corporate group, trading as Salisbury Poultry (Midlands) Limited, produce an annual Modern Slavery Statement setting out the steps we have taken to ensure there is no Modern Slavery in our own businesses and our supply chains.

This statement sets out Salisbury Poultry (Midlands) Limited's actions to understand all potential modern slavery risks 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 1 April 2020 to 31 March 2021.

As part of our industry, the organisation recognises that it has an ongoing responsibility to take a robust approach to slavery and human trafficking and is fully committed to complying with Government and non-governmental organisations guidance.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking. We are a member of Sedex, The International Supplier Ethical Date Exchange, which is dedicated to driving improvements in responsible and ethical business practices in global supply chains.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

This statement covers the activities of Salisbury Poultry (Midlands) Limited:

- Established in 1989 Salisbury Poultry supply a complete range of fresh and frozen poultry, including “A” graded bespoke hand finished portions. We are supplied by our sister company Maelor Foods, Moy Park, Highbury Poultry, Frank Bird whom are audited by our Technical Team.

RELEVANT POLICIES

The organisation operates 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 an 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 complete our confidential disclosure form.

- **Employee code of conduct:** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Ethical Trading Policy:** 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.
- **Recruitment/Agency workers Policy:** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting. As a Company we strive to provide permanent full-time employment opportunities where in turn reduces risk of trafficking.

TRAINING

Salisbury Poultry (Midlands) Limited requires all senior staff responsible for recruitment and operational management within the organisation to complete training on modern slavery.

BOARD APPROVAL

This statement has been approved by the organisation's board of directors, who will review and update it annually.

Raj Mehta

Managing Director, Raj Mehta