



INTRODUCTION

Our Vision & Strategy is “To become the best and most respected company in our industry, creating opportunities for a better future for our team members.” With our team members at the core of our strategy, it is incumbent upon us to look after them, which includes following the provisions of the Modern Slavery Act 2015 to its fullest extent. Moy Park complies with the provisions of the UK’s Modern Slavery Act 2015 and the duty it places on businesses to disclose publicly the steps they are taking to tackle forced labour and human trafficking. We regularly review and improve our practices through effective due diligence and risk assessment, raising awareness of modern slavery and collaborating to protect the most vulnerable groups of people. This statement includes the progress the Company has made in 2018 and plans for 2019.

OUR BUSINESS STRUCTURE AND SUPPLY CHAINS

Moy Park is the European Division of Pilgrim's producing a diverse range of poultry products across fresh primary, coated and ready-to-eat categories, supplying leading retailers and foodservice providers throughout the UK, Ireland and Europe with high-quality poultry products. The business is one of the UK's top 15 food companies, Northern Ireland's largest private sector business and one of Europe's leading poultry producers.

Moy Park may be best known for fresh, locally sourced poultry but we also produce beef products, vegetarian products such as spring rolls and onion rings and desserts including donuts and apple pies.

With a £1.6 billion turnover employing approximately 13,000 people across facilities in Northern Ireland, England, Holland and France, Moy Park processes almost up to 6 million fresh chickens per week, which is around 30% of the UK's total production, and 200,000 tonnes of added value products annually.

Moy Park is a market leader in a number of added value categories in the UK, these include Primary Added Value, Fresh Coated and Ready To Eat. Across our supply chain Moy Park works with approximately 800 poultry farmers in Northern Ireland and Great Britain and has c.40 million birds on the ground at any one time. The majority of these growers are contracted and independently manage their own businesses, while the others include company owned and leased farms.

Moy Park sources from suppliers who are broadly categorised as meat, ingredients, packaging and indirect suppliers.



SCOPE

This statement sets out the steps taken by Moy Park Limited and relevant UK subsidiaries to prevent modern slavery and human trafficking in our own operations and supply chains.

Entities required to publish a statement under the Modern Slavery Act and therefore covered by this Group Statement include: Moy Park Limited; Kitchen Range Foods Limited and Dungannon Proteins Ltd.

In the next 12 months we will also strengthen our approach to managing the risk of modern-day slavery by including our continental Europe businesses: In France: Moy Park France SAS & Moy Park Beef Orleans Sarl; and in the Netherlands: Albert Van Zoonen BV.

OUR POLICIES AND PRACTICES

We operate in compliance with the Ethical Training Initiative (ETI) which derives from the core conventions of the International Labour Organisation, and from the United Nations Universal Declaration of Human Rights. We are regularly audited by third parties who publish our audit results on the Supplier Ethical Data Exchange (Sedex). This is a web-based database where suppliers post labour standards information and self-assessments in addition to all site audit reports.

Moy Park is an AB registered member of SEDEX and uses this platform to manage its supply chain relations with customers and suppliers.

We keep fully abreast with the work of the GLAA (Gangmaster's and Labour Abuse Authority) who are responsible for the licensing of labour providers within the food and agricultural sectors in the UK.

In addition, we are also members of the Association of Labour Providers (ALP). ALP is a specialist trade association promoting responsible recruitment and good practice for organisations that supply the workforce to the food processing, agricultural and wider consumer goods supply chain. We also support the Stronger Together initiative which is a multi-stakeholder business-led initiative aiming to reduce modern slavery particularly forced labour, labour trafficking and other hidden third-party exploitation of workers. They provide guidance, training, resources and a network for employers, labour providers, workers and their representatives to work together to reduce exploitation.

In 2018 we launched a new whistle blowing hotline "Ethics Point". This confidential hotline provides employees and stakeholders with an opportunity to report unethical practices, human rights issues or food safety standards. This hotline is operated by a third-party company.

In 2018 we also launched a new Ethical Self-Assessment tool which is completed by each of our manufacturing facilities every six months and is also used to support our internal ethical audit programme that is in place. This wider auditing programme incorporates recommended Modern Slavery due diligence via auditing of employee records and worker interviews.



**Whistle
Blowing
Hotline**



**Internal
Auditing
Programme**

ASSESSING AND MANAGEMENT OF RISKS

To ensure those in our supply chain and contractors work to comply with the Ethical Trade Initiative and the Modern Slavery Act, in 2017 we commenced a "Sustainability Framework" with our 1st tier ingredient suppliers as a pilot programme, which we continued to roll out in 2018. This framework focused on Sustainability, Ethics and Modern Slavery through the supply chain and suppliers, through risk assessment and regular supplier meetings, were assessed against the key criteria. This framework was implemented with Ingredients Suppliers covering 91% of our Ingredient spend.

We have a robust governance process in place for our Labour Providers, and have two main Labour Providers (NI & GB). This process includes SLA's, labour management controls, regular auditing including worker interviews and Stronger Together training and implementation.

DUE DILIGENCE PROCESSES

As part of our initiative to identify and mitigate risk we have systems in place to:

1.

Identify and assess potential risk areas in our supply chains.

2.

Mitigate the risk of slavery and human trafficking occurring in our supply chains.

3.

Monitor potential risk areas in our supply chains.

4.

Protect whistle blowers.

TRAINING

We have facilitated some Stronger Together Modern Slavery training across our business, and support the work being done to reduce forced labour and human trafficking. Agency staff have been fully briefed on the Stronger Together principles as part of their induction process and have mechanisms to increase the visibility of issues. Throughout 2019 we will be implementing full and refresher training on Modern Slavery for our team members.

MEASURING EFFECTIVENESS

Moy Park measures the effectiveness of its ethical trading initiatives through KPI's relating to incidents reported through its confidential whistleblowing hotline, performance at 3rd party ethical audits, outcomes from labour provider audits and supplier performance results from the Sustainability Framework. These KPI's will continue to be reported through 2019.

More specifically, the following KPI's will be additional key area of focus for 2019:

1.

Further roll-out of Sustainability framework to Suppliers on a risk-based approach.

2.

Revision of our Ethical, Human Rights and Modern Slavery policies

3.

Implementation of minimum standards with our 3rd party labour providers and twice yearly audits of 3rd party suppliers

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2018.



Chris Kirke

President

Date: 1st July 2019