



INTRODUCTION

As a purpose-led business we believe that the success of our company starts with the success of our people. For the past decade, we have focused on providing a safe and well-managed workplace that presents the best opportunity for our team members to thrive and have a better future.

We strive to serve as a progressive and responsible employer that our team members can be proud to work for. To consistently be the best in all that we do, we are committed to hiring, retaining, and developing team members who are dedicated to our Mission, Vision, Strategy and Values.

We are focused on promoting all aspects of our team members' well-being, including improving health and safety, diversity and inclusion, recruitment and retention and leadership development. We have a zero-tolerance approach to Modern Slavery and are committed to behaving responsibly and respectfully and will take the required steps to protect human rights across our supply chain.

We will 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 in our society.

This statement includes the progress the Company has made in 2019, and our plans for 2020.

OUR BUSINESS STRUCTURE AND SUPPLY CHAINS

Moy Park is part of Pilgrim's group producing a diverse range of poultry products across fresh primary, coated and ready-to-eat categories, supplying leading retailers and foodservice providers 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 cheese bites as well as desserts.

With a £1.6 billion turnover and 12,000 people across facilities in Northern Ireland, England, Holland and France, Moy Park processes almost 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, including Primary Added Value, Fresh Coated and Ready to Eat. Across our supply chain we work with approximately 800 poultry farmers in Northern Ireland and Great Britain, with approximately 35 million birds on the ground at any 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 Limited.

OUR POLICIES AND TRAINING

We operate our business in compliance with the Ethical Trading Initiative 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) or through the Supplier Workplace Accountability Program. Sedex is one of the world's leading ethical trade service providers, working to improve working conditions in global supply chains. Moy Park is an AB registered member and we use this platform to manage our supply chain relations with both 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 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 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. We have facilitated Stronger Together Modern Slavery training across our business. Agency staff have also been fully briefed on the Stronger Together principles as part of their induction process, and we have mechanisms to increase the visibility of issues.

We use "Ethics Point" whistle blowing hotline. 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.

PROGRESS IN 2019

- We implemented an Operational Excellence programme across the business, to support the delivery of best practice across our facilities and this involves frequent self-auditing against an established set of best practices so that we maintain, develop and continuously improve our standards, including our human rights obligations. We carried out a risk evaluation of 3rd party labour providers, ensuring the implementation of minimum standards from those that posed the highest risk.
- We've enhanced our team's capabilities with the appointment of a Responsible Sourcing Manager (RSM) who is responsible for the delivery of the ethical sourcing strategy and mapping our supply chain, assessing risk, prioritising activity and communicate the progress of the ethical sourcing strategy effectively both internally and externally.

DUE DILIGENCE PROCESSES

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



Identify and assess potential risk areas in our supply chains



Monitor potential risk areas in our supply chains



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



Encourage and protect whistle blowers

We have a robust governance process in place for our Labour Providers. This process includes SLAs, labour management controls, 6 monthly audits including worker interview and Stronger Together training and implementation. In the last twelve months, 440 members of our management team have received modern slavery training and we will continue to roll this out through 2020.



MEASURING EFFECTIVENES

Moy Park measures the effectiveness of its' ethical trading initiatives through KPIs relating to incidents reported through its' confidential whistleblowing hotline, performance of third-party ethical audits and outcomes from labour provider audits. These KPIs will continue to be reported through 2020.

As part of our efforts to minimise impacts in the supply chain, we have developed a Supplier Code of Business Ethics and Conduct. This ensures that our vendors meet or exceed our high standards when conducting business with Moy Park, including adopting our ethical standards.

Throughout 2020 we will continue to strengthen our approach to managing the risk of modern-day slavery within our business and supply chain, adapting our approach in response to any changing risks. We will act immediately to address any issues raised. Our focus will be on the following key areas:



We will increase the number of managers to receive modern slavery training by a minimum of a further 30%, and continue to promote the key messages of modern slavery throughout our business to help identify signs of forced labour



Using the Sedex Risk Assessment Tool, undertake a Human Rights Impact Assessment on our supply chain.



Ensure effective promotion of Ethics Point whistleblowing hotline and engage with relevant agencies on any concerns raised



In collaboration with Procurement Teams, work with our tier 1 ingredients suppliers to comply with the Modern Slavery Act through support and engagement



Introduction of a formal first party audit protocol, whereby in-house self-assessments shall be audited by Moy Park's RSM



Continue to work with suppliers to ensure compliance with our Code of Conduct

This statement is made pursuant of Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2019.



Chris Kirke
President