



INTRODUCTION

As a values-led business we believe that the success of our company starts with the success of our people. We focus on providing a safe and well-managed workplace that presents the best opportunity for our colleagues to thrive.

Our vision is to become the best and most respected company in our industry, creating the opportunity of a better future for our team members.

We are focused on promoting all aspects of our team members' well-being, including health and safety as a condition, diversity and inclusion, mental health support, financial support, 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 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 2022, and our plans for 2023.

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 10,000 people across facilities in Northern Ireland, England, France and Holland, Moy Park processes 5 million fresh chickens per week, which is around 25% 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 700 poultry farms in Northern Ireland and Great Britain, with approximately 35 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 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 2015, and therefore covered by this Group Statement, include Moy Park Limited and Kitchen Range Foods 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 largest ethical trade services 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 and risks with both customers and suppliers.

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

We are members of the Food Network for Ethical Trade (FNET), an initiative to use collective leverage of suppliers and retailers to bring positive change to global supply chains by working collaboratively.

In addition, we are a member 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. All new employees, including agency staff, have also been fully briefed on the Stronger Together principles as part of the induction process, and we have mechanisms to increase the visibility of issues.

To ensure a high level of understanding of the risks of Modern Slavery and human trafficking in our supply chains and our business, we have provided training to relevant members of staff. All directors have been briefed on the subject.

We have engaged with a new whistleblowing hotline which is operated by a third-party company. This confidential hotline provides employees and stakeholders with an opportunity to report unethical practices, human rights issues, or food safety standards.

PROGRESS IN 2022

- Engaged with a new whistleblowing hotline across our organisation and the wider business.
- Enhanced visibility of our supply chain by increasing the number of suppliers we are linked to on Sedex.
- Reviewed opportunities to support our contract farmers with regards to human rights and Modern Slavery Risks.
- Continued to audit third party on site labour providers.

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 whistleblowers

We have a robust governance process in place for our Labour Providers. This process includes SLAs, labour management controls, 6 monthly audits including worker interviews and Stronger Together training and implementation.



MEASURING EFFECTIVENESS

Although we believe our actions have proven effective to date, there is no room for complacency, and we remain vigilant to potential threats.

We measure the effectiveness of our ethical trading initiatives through the number of incidents reported through the confidential whistleblowing hotline, performance of third-party audits and outcomes from labour provider audits. These will continue to be monitored through 2023.

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. We look to build long term relationships with suppliers which allows us to make clear our expectations from our partners.

Throughout 2023, we will continue to strengthen our approach to managing the risk of Modern 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 priority will be on the following key areas:



Undertake an in-depth Human Rights Impact Assessment across our business to understand any risks or opportunities to improve our due diligence processes.



Build on the skills within our team to ensure that we continue to have the tools and knowledge to identify and address Modern Slavery risks.



Provide training for our contract farming community to support them in complying with all relevant human rights and Modern Slavery legislation.

This statement is made pursuant of Section 54(1) of the Modern Slavery Act and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022.



Chris Kirke
President