

## **Ready Egg Products Limited**

### **Modern Slavery Statement**

The Modern Slavery Act 2015 requires large employers to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply chain. Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the Modern Slavery Act 2015 by the offences of ‘slavery, servitude and forced or compulsory labour’ and ‘human trafficking’. In accordance with the Act, this statement articulates our policies and practices around recognising and preventing human trafficking and slavery in our supply chain.

Ready Egg Products Ltd employ approximately 150 staff in 2 locations in the UK; in Northern Ireland (NI) and in Chesterfield, GB. Our workers are employed in the UK but our recruited from throughout the UK and EU. Ready Egg Products is the modern face of Egg Processing in the UK, established to provide egg products to the food service and manufacturing sectors throughout the UK and EU.

The board of directors of Ready Egg Products Ltd has examined the risk of modern slavery within its business operations and considers the risks to be low. This assessment is based upon the nature of the business, which is operating in the UK.

As part of our commitment to combating modern slavery, we have implemented the following within our organisation:

We ensure our labour providers have a GLA licence and follow the provisions of the Gang Master Licencing Act 2004 and accordingly adhere to their main standards to protect workers from poor treatment and exploitation. This covers issues such as working hours, training, terms and conditions, the national minimum wage and transport, to ensure our labour providers meet the basic safety and welfare standards. We adhere to these standards which collectively address our commitment to human rights and the elimination of all forms of forced and compulsory labour. We also audit our labour provider annually. We occasionally use agency staff in our mainland GB operation to meet demand, but never in our NI plant.

We are members of Sedex, the Supplier Ethical Data Exchange, a not for profit membership organisation dedicated to driving improvements in responsible and ethical business practices

in global supply chains. A two-pillar ethical audit has been carried out on our Lisnaskea site, and a four – pillar audit on our GB site. We also make sure that our suppliers are aware of our policies, and adhere to the same standards by completing questionnaires which includes a section on ethical policy. We are also subject to a Social Welfare Accountability audit conducted on behalf of McDonalds.

As part of Ready Egg Products Ltd efforts to monitor and reduce the risk of slavery and human trafficking, our Human Resources department will be:

- Making staff aware of the Modern Slavery Act 2015, including the definitions of slavery and human trafficking;
- Ensuring all members of staff watch the video on modern slavery and human trafficking compiled by ‘Stronger Together’.
- Please note, this year the training has come in the format of a training booklet due to Covid 19 restrictions
- Contacting our current suppliers who provide us with temporary staff to ensure they also comply with this Act;
- Monthly checks of the GLA website to ensure no issues have been raised against our labour suppliers;
- Revise our procurement strategy to include reference to modern slavery and human trafficking;
- Amending our Whistleblowing Policy to include the Modern Slavery Act; and
- Ask our staff to complete worker questionnaires covering all aspects of ethical working practices

Previously a delegate attended the Stronger Together workshop, “Tackling Modern Slavery in UK Business” to further her understanding of this issue.

As part of the company’s due diligence process into slavery and human trafficking, the supplier questionnaire process will incorporate a section on the review of controls undertaken by our suppliers to prevent slavery and human trafficking. All our suppliers must adhere to our ethical standards and anti-slavery policy. Suppliers must also return our ‘Supplier Code of Conduct’ where we lay out our expectations from them, including a section on Modern Slavery and Human Trafficking.

We are aware that in 2021 the 'Right to Work' process will change with the UK's exit from the EU. We will continue to monitor for Modern Slavery and Human Trafficking.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015. This statement will be reviewed on an annual basis.

Signed: Jenna Crawford

Position: HRHSE Manager

Date: 18<sup>th</sup> November 2020