

## **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 are 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.

Ready Egg Products Ltd have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

The board of directors of Ready Egg Products Ltd has examined the risk of modern slavery within our business operations in the past year by considering:

- The risk profile of individual countries based on the Global Slavery Index
- The business services rendered by suppliers.
- The presence of vulnerable demographic groups
- A news analysis and the insights of labour and human rights groups

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

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

We ensure our labour providers have a GLAA 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 a large multinational company.

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:

- Annually updating our Procurement Policy, ensuring it references modern slavery and human trafficking.
- Annually updating our Whistleblowing Policy ensuring it references modern slavery and human trafficking.
- Making staff aware of the Modern Slavery Act 2015, including the definitions of slavery and human trafficking. Posters are in place on our noticeboards.
- Ensuring all members of staff are aware of modern slavery and human trafficking.
- Monthly checks of the GLA website to ensure no issues have been raised against our labour suppliers.
- Ask our staff to complete worker questionnaires covering all aspects of ethical working practices.

A delegate has attended the Stronger Together workshop, “Tackling Modern Slavery in UK Business” to further her understanding of this issue. E-learning modules have been completed by relevant staff in the Human Resources department and team leaders.

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 require suppliers to confirm that:

- They do not use any form of forced, compulsory or slave labour.
- Their employees work voluntarily and are entitled to leave work.
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment.
- They do not require employees to post a deposit/bond and do not withhold their wages for any reasons.
- They do not require employees to surrender their passports or work permits as a condition of employment.

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 covers 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021 and has been approved by the Board of Directors on 6<sup>th</sup> April 2021.

Signed: Jenna Crawford

Position: HRHSE Manager

Date: 6<sup>th</sup> April 2021