



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

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Owner	HR Department

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Issued By: Leah Samuel	Authorised By: Mulkh Mehta	

INTRODUCTION

The UK Government introduced the Modern Slavery Act in 2015, Mehta Holdings Limited and all members of its corporate group, trading as Maelor Foods Limited, produce an annual Modern Slavery Statement setting out the steps we have taken to ensure there is no Modern Slavery in our own business.

This statement sets out Maelor Food Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business. This statement relates to actions and activities during the financial year 1 April 2021 to 31 March 2022.

As part of our industry, the organisation recognises that it has an ongoing responsibility to take a robust approach to slavery and human trafficking and is fully committed to complying with Government and non-governmental organisations guidance.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking. We are a member of Sedex, The International Supplier Ethical Date Exchange, which is dedicated to driving improvements in responsible and ethical business practices in global supply chains.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

This statement covers the activities of Maelor Foods Limited:

Established in 2016 Maelor Food Ltd supply fresh whole chicken and offal's to a range of customers, packed as retail, wholesale and bulk.

RELEVANT POLICIES / AGREEMENTS

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy:** The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee code of conduct:** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.
- **Ethical Trading Policy:** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.
- **Recruitment/Agency workers Agreement:** The organisation uses only specified, reputable employment agencies to source labour and whom are members of GLAA. As a Company we strive to provide permanent full-time employment opportunities where in turn reduces risk of trafficking.

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We will continue to strengthen our approach to managing the risk of modern-day slavery during 2021/2022 within our business. We will act immediately to deal with any risks or issues raised.

- Continue to advertise and support the key messages of modern slavery throughout our business to help employees and managers identify the signs of forced labour and know who they are to contact should they have any concerns.
- Include Modern Slavery on Induction Programme for all new starters, and refreshers to employees.
- Ensure all employees (including all management and supervisors) attend Modern Slavery and ETI Base Code training which covers; understanding what modern slavery is and examples and signs of modern slavery.
- Complete an independent ethical audit SMETA standard (4 pillar)

BOARD APPROVAL

This statement has been approved by the organisation's board of directors, who will review and update it annually.

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