
SALISBURY POULTRY (MIDLANDS) LTD MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2026

INTRODUCTION

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Salisbury Poultry (Midlands) Ltd during the financial year ending 2026 to prevent modern slavery and human trafficking within our business and supply chains.

Salisbury Poultry (Midlands) Ltd is committed to conducting business ethically, responsibly and with integrity. We recognise our responsibility to respect and uphold human rights and maintain a zero-tolerance approach to modern slavery, forced labour, servitude and human trafficking in all its forms. We are committed to taking appropriate steps to ensure that these practices do not occur within our operations or supply chains.

OUR ORGANISATION AND SUPPLY CHAINS

Salisbury Poultry (Midlands) Ltd is a UK-based poultry processing and food manufacturing business supplying customers across the United Kingdom. Our workforce includes permanent employees and agency workers.

We work with suppliers and our labour supply partners who share our commitment to ethical business practices and compliance with all applicable employment and human rights legislation.

OUR POLICIES AND COMMITMENT

We maintain a range of policies designed to protect workers, promote ethical conduct and prevent exploitation, including:

- Anti-Slavery and Human Trafficking Policy
- Business Conduct Ethics Policy
- Ethical Trading Policy
- Forced Labour Policy
- Human Rights Policy
- Equality, Diversity and Inclusion Policy
- Whistleblowing Policy
- Supplier Code of Conduct

These policies establish our expectations for employees, suppliers, contractors and business partners and support our commitment to preventing modern slavery and human trafficking.



DUE DILIGENCE

We undertake due diligence activities designed to identify and mitigate the risk of modern slavery within our operations and supply chains.

These activities may include:

- Assessing prospective suppliers and labour providers before engagement.
- Reviewing suppliers' compliance with applicable legislation and ethical standards.
- Investigating concerns or allegations relating to labour exploitation.
- Where issues are identified, we seek to work collaboratively with suppliers to address concerns. Where appropriate, we reserve the right to terminate relationships that fail to meet our ethical standards.

RISK ASSESSMENT AND MANAGEMENT

To identify and manage risks:

- Operate robust recruitment processes, including right-to-work verification.
- Monitor labour providers and recruitment practices.
- Work with reputable suppliers and service providers.
- Promote awareness of modern slavery indicators amongst managers and employees.
- Maintain confidential reporting mechanisms through our Whistleblowing Policy.
- Review policies, procedures and working practices on a regular basis.

All reports or concerns relating to potential exploitation are treated seriously and investigated appropriately, with corrective action taken where necessary.

EMPLOYEE WELFARE AND WELLBEING

We believe that employee welfare is fundamental to maintaining a safe, respectful and ethical workplace. We promote worker wellbeing through:

- Access to trained Mental Health First Aiders (MHFAs).
- Open communication channels.
- Respectful and inclusive working practices.
- Processes that enable employees to raise concerns confidentially and without fear of retaliation.

These measures help create an environment in which workers feel safe, supported and empowered to speak up.

TRAINING AND AWARENESS

We recognise that awareness is a key component in preventing modern slavery. Employees receive information and training to help them understand:

- The risks and indicators of modern slavery.
- How to identify signs of exploitation.
- Their responsibilities for reporting concerns.
- Available reporting channels and support mechanisms.



- We also support the Stronger Together initiative and encourage a culture of vigilance, accountability and ethical recruitment practices throughout our business.

MEASURING EFFECTIVENESS

To assess the effectiveness of our modern slavery controls, we monitor and review:

- Completion of relevant employee training.
- Supplier and labour provider compliance activities.
- Reports raised through grievance or whistleblowing channels.
- Internal audits and compliance reviews.
- Findings from customer, certification or ethical trade audits.
- These measures assist us in evaluating the effectiveness of our approach and identifying opportunities for continuous improvement.

CONTINUOUS IMPROVEMENT

We are committed to continuously strengthening our approach to preventing modern slavery and human trafficking. We regularly review our policies, procedures and due diligence processes to ensure they remain effective and proportionate to the risks faced by our business.

We will continue to work collaboratively with employees, suppliers, customers, industry bodies and initiatives such as Stronger Together to promote ethical labour practices and safeguard the rights and wellbeing of workers throughout our operations and supply chains.

CONCLUSION

Salisbury Poultry (Midlands) Ltd remains committed to preventing modern slavery and human trafficking and to upholding the highest standards of ethical behaviour. Through robust policies, due diligence processes, employee training, supplier engagement and effective reporting mechanisms, we seek to identify and mitigate risks while promoting a culture of transparency, accountability and respect for human rights.

BOARD APPROVAL

This statement has been reviewed and approved by the Board of Directors of Salisbury Poultry (Midlands) Ltd and will be reviewed annually.

A handwritten signature in blue ink, appearing to read 'Mulkh Mehta'.

MULKH MEHTA
MANAGING DIRECTOR

26 AUGUST 2026