



# Modern Slavery Statement 2024





# INTRODUCTION, SCOPE AND BUSINESS POLICIES

Pilgrim's Europe is a trading name for all Pilgrim's Pride Corporation-owned entities in the UK and Europe. Combined, we are a leading food company in the UK and Europe, with over 40 sites across the UK, Ireland, France, and the Netherlands.

This statement covers all relevant Pilgrim's Europe legal entities: Pilgrim's Pride Ltd., (hereafter known as Pilgrim's UK), Pilgrim's UK Lamb Ltd, Moy Park Limited, Kitchen Range Foods Limited, Pilgrim's Food Masters UK Limited, Pilgrim's Food Masters Ireland Limited, Pilgrim's Shared Services Limited, Oakhouse Foods Limited, Rollover Limited, Moy Park France, Moy Park Beef Orleans and Albert van Zoonen B.V.

Together, we are a leader in producing high-quality food sustainably, in partnership with local UK farmers, through our poultry, pork and lamb supply chains. We produce own label fresh chicken, pork and lamb, chilled and frozen ready meals, snacking and added value ranges as well as top UK and Ireland brands, food service and wholesale products for multiple markets.

Our iconic UK brands include Richmond, Fridge Raiders, Rollover, Oakhouse and Moy Park.

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 supporting our team members during their time with us, including health and safety as a condition, mental health support, financial support, safeguarding,

responsible recruitment and retention policies and leadership development opportunities. We have a zero-tolerance approach to Modern Slavery. We are committed to behaving responsibly and respectfully, and will take the necessary steps to respect human rights in our operations and throughout 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.

Pilgrim's Europe also has an Ethical & Human Rights Policy, which follows the best practice of due diligence as outlined in the [UN Guiding Principles on Business and Human Rights \(UNGPs\)](#).

We operate our business in compliance with the Ethical Trading Initiative, which is based on the core conventions of the International Labour Organisation (ILO) and the United Nations Universal Declaration of Human Rights. All our employees are required to sign and agree to our [Code of Conduct](#) on an annual basis.

All our suppliers are required to comply with our Supplier Code of Conduct and standard terms & conditions. These documents include relevant sections on labour and human rights, as well as our suppliers' Modern Slavery policies, procedures, and reporting requirements.

In 2025, the Supplier Code of Conduct will be superseded by a new Responsible Sourcing Policy and a revised Ethical and Human Rights Policy. Links will be posted on our website and will be publicly available.

**CLICK TO VIEW: PILGRIM'S EUROPE MODERN SLAVERY POLICY**



## PILGRIM'S EUROPE MODERN SLAVERY STATEMENT 2024



This statement covers the work undertaken during the financial and calendar year 2024.

2024 has been dominated by reviewing processes and procedures as part of becoming Pilgrim's Europe; we expect to have a fuller report with progress toward key targets for our 2025 report.

In line with the Home Office's new Transparency in Supply Chains (TISC) Statutory Guidance, released in February 2025, we plan to improve on our reporting transparency year on year.

All policies are reviewed annually and detail who is responsible for the policy, the processes that underpin each policy, and the ownership within the business.



# OUR BUSINESS AND SUPPLY CHAINS

This statement covers the activities of **Pilgrim's Europe**, UK entities, in particular Pilgrim's Pride Ltd. (Pilgrim's UK and Pilgrim's UK Lamb), Moy Park Ltd (hereafter known as Moy Park), and Pilgrim's Food Masters Group, (Pilgrim's Food Masters UK Limited, Pilgrim's Food Masters Ireland Limited, Oakhouse Foods Limited and Rollover Limited), hereafter known as Pilgrim's Food Masters. All are part of the global **Pilgrim's Pride Corporation**, a Nasdaq-listed, US-headquartered company.

Pilgrim's UK offers a diverse range of high-quality, cost-effective, and innovative products to the retail, wholesale, and foodservice sectors across the UK. Pilgrim's UK is the country's number one producer of higher welfare pigs. Pilgrim's UK lamb is a leading provider of farm-assured lamb. Our shared vision with Pilgrim's Pride Corporation is to become the best and most respected company in the industry, creating opportunities for a better future for our team members.

Moy Park produces 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 also produces a range of snacking products and desserts.

Pilgrim's Food Masters sources from global suppliers who are broadly categorised as meat, ingredients, packaging and indirect suppliers. This includes purchasing raw materials through to finished factored goods ready for further redistribution. Pilgrim's Food Masters produces high-quality and authentic chilled and frozen ready meals.

Our strategic pillars are based on becoming a more valued partner with key customers, relentlessly pursuing operational excellence, safe people, safe products and healthy attitudes, and developing a unique portfolio of diverse, complementary business models.

Pilgrim's Europe's foundations and strength lie in its core values of Determination, Simplicity, Availability, Humility, Sincerity, Discipline and Ownership.





## SITE LOCATIONS

	Sites	Head Office	Own Employees	Agency Employees (Flexes during year)
 Pilgrim's UK	12	1	3,978	770
 Moy Park	12	1	7,211	1,034
 Pilgrim's Food Masters	9	1	2,890	371





# PILGRIM'S EUROPE MODERN SLAVERY STATEMENT 2024

Our directly employed workers are recruited through several channels, including direct recruitment by our in-house recruitment team in the UK, the conversion of existing agency workers to direct employment, and the Skilled Worker Scheme, operated by the Home Office. We sponsor workers under this scheme and are eligible occupations, such as butchers. These are recruited via a GLAA-registered agency from the Philippines and Nepal. During 2024, we worked across Pilgrim's UK to ensure that as of 1st January 2025, we will be proud supporters of the Employer Pays Principle across all of Pilgrim's Europe. This was a considerable investment for Pilgrim's UK and matches our commitment within Moy Park.

We also recruit workers through our parent company's Global Talent Scheme, which enables employees to transfer and work anywhere globally, with support from the wider business.

We source all our agency workers from GLAA-registered agencies. Pilgrim's UK uses 9 agencies, Moy Park 2 agencies, and Pilgrim's Food Masters 2 agencies. Pilgrim's

UK uses Datum RPO to manage agency workers on our behalf, whereas Moy Park and Pilgrim's Food Masters manage these relationships directly with each site. All agency workers at our sites are recruited within the UK and have existing rights to work.

Pilgrim's UK operates its own pig livestock haulage company, with a fleet of 14 vehicles based in Suffolk, which enables us to have proper visibility and control throughout our pig supply chain.

Moy Park also operates feed mills and a haulage company.

## THE EMPLOYER PAYS PRINCIPLE

No worker should pay for a job – the costs of recruitment should be borne not by the worker but by the employer.





# IMMEDIATE SUPPLY CHAIN FOR AGRICULTURE

The RSPCA farms are assured to **Freedom Food** and **Red Tractor Standards**. The standard Red Tractor Farms would be assured to Red Tractor Standards only.

41% of our lamb is from Wales, with the remainder from across England and Scotland. Of these, 40 farms are certified organic. All our farms are **assured to Red Tractor Standards**.

Pilgrim’s UK

Outdoor Breeding Farms	392
RSPCA Assured Finishing Farms	392
Owned RSPCA Assured Finishing Farms	153
Red Tractor Finishing Farms	281
Organic Farm	1
Lambs	2,000





# PILGRIM'S EUROPE MODERN SLAVERY STATEMENT 2024

The RSPCA farms are assured to [Freedom Food](#) and [Red Tractor Standards](#). The standard Red Tractor Farms would be assured to Red Tractor Standards only.

All of our owned sites are regularly audited by third-party auditors, who publish our audit results on the [Supplier Ethical Data Exchange \(SEDEX\)](#). Sedex is one of the world's largest providers of ethical trade services, working to improve working conditions in global supply chains. Pilgrim's Europe is an AB-registered member, and we use this platform to manage our supply chain relations and risks with both customers and suppliers. We require all our suppliers to link to us on Sedex and provide us with full visibility of their site's self-assessment questionnaire (SAQ) and, if relevant, access to their risk profile and audits carried out by third-party audit companies.

## Moy Park

Farm Type	Total Farm Number		
	GB	NI	Total
Breeder	35	116	151
Broiler (total no: owned, Contractor, etc)	95	280	375
Broiler Owned Farms	13	1	14
Free Range	0	44	44
Organic	0	55	55
Red Tractor Assured	130	483	613
RSPCA Assured	0	44	44





# EXTENDED SUPPLY CHAINS

See table for the number of suppliers and countries used to source ingredients for use in our products.

In 2025, we will work on fully mapping our supply chains across all tiers of the business, along with an improved risk assessment and management process that focuses on human rights and environmental risks. We will publish more details on this in next year’s statement.

	No of Suppliers	No of Countries
Pilgrim’s UK	901	24
Moy Park	255	26
Pilgrim’s Food Masters	686	38





# OUR WORK ON MODERN SLAVERY AND RISK MITIGATIONS



Ethical  
Trading  
Initiative

We operate our business in compliance with the Ethical Trading Initiative, which is based on the core conventions of the International Labour Organisation and the United Nations Universal Declaration of Human Rights.

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We are regularly audited by third-party auditors, who publish our audit results on the Supplier Ethical Data Exchange (SEDEX). Sedex is one of the world's largest providers of ethical trade services, working to improve working conditions in global supply chains. Pilgrim's Europe is an AB-registered member, and we use this platform to manage our supply chain relations and risks with both customers and suppliers.

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Gangmasters &  
Labour Abuse Authority

We remain fully informed about the work of the GLAA (Gangmasters and Labour Abuse Authority), which is responsible for licensing labour providers within the UK's food and agricultural sectors.

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We are founding members of the Food Network for Ethical Trade (FNET). This initiative harnesses the collective power of suppliers and retailers to drive positive change in global supply chains through collaborative efforts aimed at enhancing human rights. We are actively involved in several work streams and work to share learnings across our business and, where relevant, down our supply chains. A representative of Pilgrim's Europe was a board member in 2024.



# PILGRIM'S EUROPE MODERN SLAVERY STATEMENT 2024



tackling hidden labour exploitation

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 collaborate and reduce exploitation. We have facilitated Stronger Together Modern Slavery training across our business. All new employees, including agency staff, have been fully briefed on the Stronger Together principles as part of the induction process. We also have mechanisms in place 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 additional training to supervisors and people managers, as well as specialised training to raise awareness in our agricultural supply chain.



We are proud business partners and founding members of the Bright Future Co-operative. This enables victims of Modern Slavery to return to work via a paid four-week placement followed by a non-competitive interview for a permanent role. We have undertaken 3 placements in 2024 and expanded our offering to include all Pilgrim's Europe sites.

We have developed site guides and role descriptions for all our sites to encourage more placements through the Bright Future programme as it scales up.

A representative of Pilgrim's Europe was a board member in 2024.



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.



# PILGRIM'S EUROPE MODERN SLAVERY STATEMENT 2024



**MODERN SLAVERY  
INTELLIGENCE  
NETWORK (MSIN)**

We are also founding members of the [Modern Slavery Intelligence Network \(MSIN\)](#).

MSIN is a pioneering non-profit collaboration in the UK food sector that was created in 2020 in response to the findings of Operation Fort (the UK's most extensive ever modern slavery investigation). It aims to share intelligence across the UK's food industry to understand patterns and trends of modern slavery and use these to disrupt traffickers. A representative of Pilgrim's Europe was a board member in 2024.

During 2024, MSIN continued to work further on streamlining its ways of working and attracting more members in the UK Food Industry.



**SLAVE-FREE  
ALLIANCE**

Working Towards a  
Slave-free Supply Chain

We also partner with the [Slave Free Alliance](#)

Slave-Free Alliance is an international social enterprise, wholly owned by global anti-slavery charity Hope for Justice.

The Slave-Free Alliance started in 2018 with a recognition of the need to support organisations in working towards slave-free operations and supply chains. Now, the Slave-Free Alliance has a track record of helping organisations of all sizes and from many sectors to build their resilience to modern slavery and labour exploitation.

The Slave-Free Alliance is part of Hope for Justice's portfolio, which includes preventing exploitation, rescuing victims, restoring lives, and reforming society across five continents. Both organisations regularly exchange know-how and resources, benefiting the people and organisations they serve. All profits from the Slave-Free Alliance are invested in Hope for Justice to end slavery and change lives.

Slave Free Alliance helps us to review our systems, processes and procedures for detecting and preventing Modern Slavery within our business and supply chains. During 2024, they presented a lunchtime learning session with over 120 attendees from all areas of Pilgrim's Europe. Topics included the causes and prevalence of modern slavery in food manufacturing, how to detect and prevent modern slavery and practical information on how to "Spot the Signs" of Modern Slavery within day-to-day life.

We utilise a whistleblowing hotline, which is operated on our behalf by a third-party company. This confidential hotline offers employees and stakeholders a means to report unethical practices, human rights concerns, and food safety issues. Anyone, including internal employees and external parties, can access and report a problem via [our whistleblowing line](#).



## DUE DILIGENCE & GOVERNANCE PROCESSES

Executive-level responsibility for Modern Slavery is assigned to the Chief People Officer, and day-to-day management of Modern Slavery Processes and procedures is delegated to the Social Sustainability Manager, supported by

the Head of HR Compliance and HR teams across Pilgrim's Europe.

Board-level oversight is maintained through the People Pillar of our Sustainability Strategy.



As part of our work to identify and mitigate risk, we have systems in place, which are reviewed regularly to:

- Identify and assess potential risk areas in our business and supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our extended supply chains.
- Encourage and protect whistleblowers.



# PILGRIM'S EUROPE MODERN SLAVERY STATEMENT 2024

In addition, in 2023, we published a world-first HRIA (Human Rights Impact Assessment) in our pork and lamb supply chain, in partnership with Waitrose and Co-op, and undertaken by Impactt Ltd. We will be updating the action plan for this during 2025.



In 2024, we have been working on an additional HRIA in our poultry supply chain, in partnership with Sainsbury's, and undertaken by Ergon Associates. The action plan and report will be published in 2025.

As part of our extended due diligence programme in 2024, we have scoped out. We will undertake, in 2025, a world's first joint HRIA and EIA (Environmental Impact Assessment) in our rice supply chain, in partnership with Sainsbury's and Lidl.

In 2024, we also conducted a comprehensive double materiality assessment across our entire business. This enabled the identification of the impacts, risks, and opportunities associated with the sustainability risks that are material to our business. This was carried out in preparation for reporting under the European Sustainability Reporting Standards.

Companies must disclose information on how their business activities affect the planet and people, as well as how their sustainability goals, measures, and risks impact the company's financial health. Companies need to disclose policies, KPI's, projects and progress across the

material topics identified. More details on the results of this and our actions will be contained in our sustainability report.

We have a robust governance process in place for our Labour Providers. This process includes Service Level Agreements (SLAs), labour management controls, six-monthly audits that involve worker interviews, and Stronger Together training and implementation.

We also run a programme of unannounced worker welfare audits. In 2024, we conducted 6 worker welfare audits, which were primarily led by intelligence. This is mainly to identify any issues and ensure that our colleagues are being treated fairly, whether they are agency staff or employed staff.

During the year, we responded to intelligence received from various law enforcement agencies and also investigated several whistleblowing incidents related to potential labour abuses. There were no victims of modern slavery directly identified working in our sites, either direct workers or agency workers.





# MEASURING EFFECTIVENESS & PLANS FOR 2025

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 work through the number of incidents reported via the confidential whistleblowing hotline, the performance of third-party audits, and outcomes from labour provider audits. These will continue to be monitored through 2025.

As part of our efforts to minimise impacts in the supply chain, we have an existing Supplier

Code of Business Ethics and Conduct. This ensures that our vendors meet or exceed our high standards when conducting business with Pilgrim's UK, including adopting our ethical standards. We aim to establish long-term relationships with our suppliers, enabling us to communicate our expectations to them from the outset.

As mentioned previously, in 2025, this will be superseded by a Pilgrim's Europe Responsible Sourcing Policy and an Ethical and Human Rights Policy.

**In 2025, we have several key priorities as we work on integrating across all of Pilgrim's Europe UK sites.**

- Working with Slave Free Alliance on our induction programme to refresh and bring to life for all employees how to spot the signs of Modern Slavery and how to react
- Running Train the Trainer sessions with our site training teams on how to make the topic of Modern Slavery interactive and engaging during induction training
- Increase our number of placements across all Pilgrim's Europe of Bright Future candidates
- Publish our HRIA in our poultry supply chain
- Building on the work previously undertaken, undertake a system and process analysis to ensure we have a robust framework in place to support and remediate victims of Modern Slavery
- Working with Slave Free Alliance to refresh and update our line management training, which is more detailed on spotting the signs and acting on the signs of Modern Slavery

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023. This was approved at the June board meetings of all relevant legal entities.

This statement outlines the steps taken by Pilgrim's Europe and all previously mentioned UK subsidiaries to prevent Modern Slavery and human trafficking in our own operations and supply chains.



**Ivan Siqueira,**  
President  
28th June 2025

