

MOY PARK

# Modern Slavery Statement 2023



## INTRODUCTION

As a values-led business we believe that the success of our company starts with the success of our people. We focus on providing a safe and well-managed workplace that provides the best opportunity for our colleagues to thrive.

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 promoting all aspects of our team members' well-being, including health and safety as a condition, diversity and inclusion, mental health support, financial support, recruitment and retention and leadership development. We have a zero-tolerance approach to Modern Slavery and are committed to behaving responsibly and respectfully and will take the required steps to protect human rights in our own operations and across 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.

This statement includes the progress the company has made in 2023, and our plans for 2024.

Moy Park is now part of Pilgrim's Europe, which comprises of Moy Park, Pilgrim's UK, Pilgrim's Food Masters and Pilgrim's Shared Services Ltd. The 4 businesses are in a period of transition so we will look to publish a more detailed report covering Pilgrim's Europe next year.



## OUR BUSINESS AND SUPPLY CHAINS

This statement covers the activities of Moy Park Ltd., thereafter Moy Park (<https://moypark.com/>) which is part of the global Pilgrim's Pride Corporation.

Pilgrim's Pride Corporation (<https://www.pilgrims.com/>) has headquarters and manufacturing sites in the USA and owns Pilgrim's UK, Pilgrim's Food masters and Pilgrim's Shared Services Ltd, which are based in the UK and are in the process of transitioning into Pilgrim's Europe.

Moy Park produces a diverse range of poultry products across fresh primary, coated and ready to eat categories, supplying leading retailers and food service 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 may be best known for fresh, locally sourced poultry, but we also produce beef products, vegetarian products such as spring rolls and cheese bites, as well as desserts.

With a £1.9 billion turnover and 10,000 people across facilities in England, Northern Ireland, France and The Netherlands, Moy Park processes 5 million fresh chickens per week, which is around 25% of the UK's total production, and 200,000 tonnes of added value products annually.

Moy Park is a market leader in a number of added value categories in UK, including primary added value, fresh coated and ready to eat. Across our supply chain we work with approximately 700 poultry farms in Northern Ireland and Great Britain, with approximately 35 million birds on the ground at any one time. The majority of these growers are contracted and independently manage their own businesses, while the other include company owned and leased farms.

Moy Park sources from suppliers who are broadly categorised as meat, ingredients, packaging, and indirect suppliers.

## SCOPE

This statement sets out the steps taken by Moy Park and relevant UK subsidiaries to prevent Modern Slavery and human trafficking in our own operations and supply chains.

Entities required to publish a statement under the Modern Slavery Act 2015, and therefore covered by this Group Statement, include Moy Park Limited and Kitchen Range Foods Limited.



# OUR POLICIES AND TRAINING

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

We are regularly audited by third parties who publish our audit results on the Supplier Ethical Data Exchange (Sedex) or through the Supplier Workplace Accountability Program. Sedex is one of the world's largest ethical trade services providers working to improve working conditions in global supply chains. Moy Park is an AB registered member and we use this platform to manage our supply chain relations and risks with both customers and suppliers.

We keep fully abreast with the work of the GLAA (Gangmasters and Labour Abuse Authority) who are responsible for the licensing of labour providers within the food and agricultural sectors in the UK.

We are members of the Food Network for Ethical Trade (FNET), an initiative to use the collective leverage of suppliers and retailers to bring positive change to global supply chains by working collaboratively.

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.

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 work together to reduce exploitation. We have facilitated Stronger Together Modern Slavery training across our business. All new employees, including agency staff, have also been fully briefed on the Stronger Together principles as part of the induction process, and we have mechanisms 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 training to relevant members of staff. We will be updating our training to our new Executive Team during 2024.

We have engaged with a whistleblowing hotline which is operated by a third-party company. This confidential hotline provides employees and stakeholders with an opportunity to report unethical practices, human rights issues, and food safety standards.

## PROGRESS IN 2023

- Working with a key customer, undertook the first poultry sector Human Rights Impact Assessment across our UK poultry supply chain and own operations.
- Further enhanced our understanding of our supply chain risks through the Sedex portal and RADAR Risk Assessment tool.
- Continued to audit third party on site labour providers.

# DUE DILIGENCE PROCESSES

As part of our initiative to identify and mitigate risk, we have systems in place to:



Identify and assess potential risk areas in our supply chains



Mitigate the risk of slavery and human trafficking occurring in our supply chains



Monitor potential risk areas in our supply chains



Encourage and protect whistleblowers

We have robust governance process in place for our Labour Providers. This process includes SLAs, labour management controls, six monthly audits including worker interviews and Stronger Together training and implementation.



# MEASURING EFFECTIVENESS

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 ethical trading initiatives through the number of incidents reported through the confidential whistleblowing hotline, performance of third-party audits and outcomes from labour provider audits. These will continue to be monitored through 2024.

As part of our efforts to minimise impacts in the supply chain we have developed a Supplier Code of Business Ethics and Conduct. This ensures that our vendors meet or exceed our high standards when conducting business with Moy Park, including adopting our ethical standards. We look to build long term relationships with suppliers which will allow us to make clear our expectations from our partners.

Throughout 2024, we will continue to strengthen our approach to managing the risk of Modern Slavery within our business and supply chain, adapting our approach in response to any changing risks. We will act immediately to address any issues raised. Our priority will be in the following key areas:

- As part of our wider business restructure have an experienced, dedicated resource to strengthen our human rights due diligence.
- Align policies and procedures to ensure best practice is shared across the company.
- Identify gaps in understanding and roll out a program of awareness training as required.

This statement is made in pursuant 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.



**Ivan Siqueira**  
President

