



Modern Slavery and Human Trafficking Statement

INTRODUCTION

Fridays Limited recognises that it has a responsibility to take a robust approach to slavery and human trafficking and is absolutely committed to its prevention in its activities.

This statement sets out the approach the company will adopt to determine the modern slavery risks associated with its business activities and then the steps it will put in place to ensure the absence of slavery and human trafficking in its own business and supply chains.

ORGANISATION'S STRUCTURE AND SUPPLY CHAINS

- The company is involved in the production of shell eggs, boiled eggs, sandwich fillings, pasta and similar products for the retail and food service industries.
- The company has its head office in the UK and all trading is carried out in the UK.
- The company has an annual turnover in excess of £36m.
- The company's supply chain includes the sourcing of raw materials for feed rations, raw materials for sandwich fillings etc. and packaging for the finished product.

OUR BUSINESS

- The business is organised into three main units:
 - Poultry Production (incl rearing flocks, laying flocks and feed milling),
 - Egg collection, grading, packing and distribution and
 - Chilled food production (Sandwich Fillings, Boiled Eggs, Pasta).
- The business is located in the UK. Procurement includes packaging, eggs, fuel, office equipment, tyre and parts for vehicles that have been purchased or leased from European manufactures.

The following activities have been identified as being at a higher risk of slavery or human trafficking:

- Use of temporary or sub-contracted staff to supplement the company's workforce. These typically drivers, warehouse staff or office staff.
- Operating in the UK, there is little scope for the company's direct activities to be exposed to slavery and human trafficking.

RESPONSIBILITY

- The HR Manager is responsible for putting in place and reviewing policies and the process by which they are developed to ensure that they meet all UK Employment Legislation requirements, including the National Minimum Wage.
- Senior Managers have ultimate responsibility for ensuring human rights are respected, and will maintain an ongoing assessment of the risk of exposure to modern slavery and human trafficking.

POLICIES ON SLAVERY AND HUMAN TRAFFICKING

The company is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. An Anti-slavery Policy is in place that reflects the commitment to act ethically and with integrity in all business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in supply chains.

- The company encourages all its workers and customers to report any concerns related to the direct activities, or the supply chains of the company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The company's whistleblowing procedure will be designed to make it easy for workers to make disclosures, without fear of retaliation.
- The Company will make it clear to employees the actions and behaviour expected of them when representing the Company. The Company strives to maintain the highest standards of employee conduct and ethical behaviour when operating in the UK and managing its supply chain.
- The Company is committed to ensuring that its suppliers adhere to the highest standards of ethics, our suppliers will be 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.
- The Company will use only specified and reputable employment agencies to source labour and will verify the practices of any new agency it is using before accepting workers from that agency.
- The Company has a duty to prevent illegal working and carries out relevant document checks to ensure each person we employ is legally allowed to do the work in question.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

- With regards to national or international supply chains, the company deals primarily with UK companies and agencies and has an expectation that these entities operate suitable anti-slavery and human trafficking policies and processes. It is impractical (along with every other participant in the chain) to have a direct relationship with all links in the chain.

TRAINING

- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, training is provided to relevant members of staff. All Directors receive a briefing on the subject.

EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

- The following performance indicators measure how effective the company has been in ensuring that slavery and human trafficking is not taking place in any part of its business or supply chains.
- Use of labour monitoring and payroll systems;
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, company expectations.
- Developing a system for supply chain verification.
- Developing a system for reviewing our existing supply chain and contractors.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year, and has been approved by the Companies Directors.

Issue Date: 06/11/18
Issued by: AC