



Slavery and Human Trafficking statement

Modern slavery is a crime and a gross violation of human rights. We have a zero-tolerance approach to modern slavery and are fully committed to improving our practices to combat slavery and human trafficking. We are also committed to ensuring transparency in our own business and in our approach to tackling slavery throughout our supply chains adhering to the Modern Slavery Act 2015 section 54

We have procedures in place for the following provisions:

- *Adherence to local and national laws*
- *Freedom of workers to terminate employment*
- *Freedom of movement*
- *Freedom of association*
- *Prohibits any threat of violence, harassment and intimidation*
- *Prohibits the use of worker-paid recruitment fees*
- *Prohibits compulsory overtime*
- *Prohibits child labour*
- *Prohibits discrimination*
- *Prohibits confiscation of workers original identification documents*
- *Provides access to remedy, compensation and justice for victims of modern slavery*

Suppliers;

We are committed to;

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains
- Diminish the risk of slavery and human trafficking happening within our supply chains
- Monitor potential risk areas in our supply chains

<https://www.globallslaveryindex.org/2018/data/maps/#prevalence>

All our existing and new suppliers are required to click on the link above to review the mapping of modern slavery and human trafficking. They are required to confirm if any of our products we purchase are sourced from a prevalent country. If so that supplier would be requested to confirm what provisions they have in place. If they cannot comply we would request the supplier to source the product from an alternative source or delist the supplier from our approval.

Staff;

All staff are encouraged to approach senior management with any concerns regarding theirs or any other member of staffs safety. If they are unable to approach us directly we have a confidential reporting system in place in the form of a questionnaire in the canteen area with a private and confidential envelope supplied for submittance to the Operations Director or Technical Manager. Document reference SCC03.

Organisation's structure & due diligence

Midland Foods Ltd is a privately owned limited company. The head office and Sole distribution center for Midland Foods is located at:

Units 4 & 6 Harris Business Park

Hanbury Road

Stoke Prior

Bromsgrove

Worcs

B60 4FG

- Comply with legislation and regulatory requirements
- Make suppliers and service providers aware that we promote the requirements of the legislation
- Consider modern slavery factors when making procurement decisions

- Develop awareness of modern slavery issues
- Display this policy on our website

11 indicators that highlight the circumstances where forced labour may be found are;

- Abuse of vulnerability
- Deception
- Restriction of movement
- Isolation
- Physical and sexual violence
- Intimidation and threats
- Retention of identity documents
- Withholding of wages
- Debt bondage
- Abusive working and living conditions
- Excessive overtime

Training;

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business, we supply training to all new members of staff as part of the initial induction process.

All directors and senior management team are responsible for the instigation of this statement and will be reviewed annually through key performance indicators by means of monitoring staff and suppliers responses. Mapping of suppliers will be monitored and reviewed in the senior management annual meeting for discussion and review.

Statement for the financial year ending 30th April 2022.

Signature of Owen Heptinstall



Operations Director 7/6/2022