



## **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 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 chain

<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 staff's 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 Manger. Document reference SCC03.

### **Organisation's structure & sue diligence**

Midland Foods Ltd is a privately owned limited company. The head office and Sole distribution centre 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 requirement
- 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 supplier's responses. Mapping of suppliers will be monitored and reviewed in the senior management annual meeting for discussion and review.

Signature of Owen Heptinstall

A handwritten signature in black ink, appearing to read 'O. Heptinstall', written over a horizontal line.

Operations Director 03/04/25