



## Modern Slavery Policy Statement – 2025

### **Policy Statement**

Owen Taylor & Sons Ltd remains dedicated to our aim of preventing slavery and human trafficking in our supply chain and business. By making sure that every employee at Owen Taylor & Sons Ltd is treated with the fundamental principles of respect and dignity, we will reaffirm our commitment to help eliminate the opportunities for modern slavery to exist.

Modern slavery, and the associated consequences continue to be one of the most challenging human rights issues within the UK. It is estimated that over 50 million individuals globally, are victims of this epidemic, with more than 27 million in forced labour. Women, children and migrants remain disproportionately affected.

### **Company Structure and Supply Chains**

Owen Taylor & Sons Ltd is a dedicated and privately-owned meat processing plant supplying beef, lamb, pork, veal, poultry, game and bakery products to restaurants, hospitals, schools and other venues. We also work with brands such Red Tractor. Our supply chain extends from the farmer rearing the cattle to ingredients and packaging. The organisation currently operates solely within the United Kingdom (UK), although some of our suppliers are not based in the UK.

### **High-risk Activities**

As a company we still believe that none of our activities or those of our suppliers are considered to be at a high risk of slavery or human trafficking. However, we continue to remain vigilant, and we do not ignore the fact that this can occur. Therefore, we continue to monitor and take appropriate action, where necessary.

### **Responsibility**

We believe that everyone that works for Owen Taylor & Sons Ltd has a responsibility to ensure the organisation's anti-slavery stance is imbedded in their work.

However, direct responsibility for the organisation's anti-slavery initiatives are as follows: -

- **Policies** – The Senior Management Team are responsible for the drafting and reviewing of the company’s policy on an annual basis.
- **Risk Assessments** - The Factory Manager in conjunction with the Technical Manager will be responsible for ensuring compliance of all suppliers including Livestock. They will jointly undertake any investigations and due diligence required to ensure compliance or where there is a suspicion of any breaches under the Modern Slavery Act.
- **Training** - All Senior Managers have attended training in the Modern Slavery Act.

## **Due Diligence**

At the very least, we expect that our suppliers and ourselves comply with all relevant laws and rules, provide safe working conditions, treat employees with respect and dignity, and behave in an ethical and just manner.

We will continue to conduct risk assessments on all Suppliers to the business. In addition, the Social and Ethical Trading Policy (issued to all existing and potential suppliers) will be amended to incorporate questions relating to the identification of any practices, which might indicate breaches of the Modern Slavery Act.

## **Relevant Policies**

Owen Taylor & Sons Ltd operate strict adherence to the Ethical Trading Initiative Base Code (ETI Base Code). This is founded on the conventions of the International Labour Organisation and is an internationally recognised code of labour practice.

The organisation recruits through social media and Indeed vetting the candidates accordingly and if agencies are selected for recruitment only reputable employment agencies are used to source labour. We will continue to review and update our own practices in line with such organisations as the GLAA (Gangmasters & Labour Abuse Authority)

## **Further developments**

We understand that it is difficult to establish where individuals are being subject to modern slavery, the early warning mechanisms we implemented and that are still in place will assist us in identifying possible abuses, these include.

- **Salaries** – Payments being diverted from individuals and paid to a third-party using cash or cheque or being paid via the same bank account
- **Accommodation** - Multiple occupancy at the same address

- **Statutory rights** – lack of understanding of their basic statutory rights such as entitlement to sick pay, holiday pay and other benefits;
- **Fees and Rates** – Very low agency rates;
- **Physical signs** - individuals showing signs of physical or psychological abuse; including unusual behaviours

## **Training**

The organisation continues its awareness programme -

- Posters containing information about Modern Slavery are displayed in notice boards across all sites.
- Arrange for all new Suppliers to be issued with information.
- New starter onboarding documentation and induction contains detailed training on The ETI Base Code.
- Induction for all new employees contains reference to Modern Slavery.

## **Continued Actions**

- All Suppliers have been issued with a Supplier Questionnaire which they will be audited annually on.
- The audits commenced in 2024 and the results risk assessed as low, medium or high.
- HR Department checks that any labour providers are registered using the GLAA.
- Weekly payroll checks for bank accounts and addresses with multiple occupancy.

Richard Taylor  
**Managing Director**