



Modern Slavery Policy Statement – 2026

Policy Statement

Owen Taylor & Sons Ltd is committed to preventing modern slavery and human trafficking within our operations and supply chain. Although we are not legally required to publish a Modern Slavery Statement due to our turnover, we voluntarily adopt the principles of the Modern Slavery Act 2015 as best practice.

We are committed to ensuring all employees, workers, and suppliers are treated with dignity, fairness, and respect, and to actively identifying and mitigating any risks of modern slavery.

Company Structure and Supply Chains

Owen Taylor & Sons Ltd is a privately owned meat processing business supplying beef, lamb, pork, veal, poultry, game, and bakery products to sectors including education, healthcare, and hospitality.

Our supply chain spans:

- UK-based livestock farmers (primarily Red Tractor assured)
- Ingredient and packaging suppliers
- Selected international suppliers where required

We maintain full visibility of our supply chain and apply due diligence to all suppliers, regardless of location.

Risk Assessment and High-Risk Areas

We recognise that modern slavery risks can exist in all supply chains, particularly in:

- Imported goods
- Temporary labour
- Lower-tier suppliers

While our core UK supply base is considered **low risk**, we adopt a **risk-based approach**, ensuring enhanced monitoring where higher risks are identified.

Responsibility and Governance

Responsibility for preventing modern slavery is embedded across the business:

- **Senior Management Team** – overall accountability and annual policy review
- **Factory Manager & Technical Manager** – supplier compliance, audits, and investigations
- **HR Department** – labour checks, recruitment compliance, and employee welfare

All employees are expected to uphold and report concerns relating to modern slavery.

Due Diligence and Supplier Management

We require all suppliers to:

- Comply with UK legislation and ethical labour standards
- Provide safe working conditions
- Demonstrate fair treatment of workers

Our controls include:

- Supplier approval and risk assessment processes
- Annual supplier questionnaires and audits (risk-rated low/medium/high)
- Ethical Trading and Modern Slavery compliance declarations
- Use of recognised standards (e.g. Red Tractor, SALSA where applicable)

Non-compliance results in corrective action plans or termination of the relationship.

Relevant Policies and Standards

We operate in line with:

- Ethical Trading Initiative (ETI) Base Code
- International Labour Organisation (ILO) conventions
- Gangmasters & Labour Abuse Authority (GLAA) guidance

Recruitment is conducted directly or via reputable agencies, with full right-to-work checks and vetting procedures in place.

Monitoring and Early Risk Indicators

We actively monitor for indicators of modern slavery, including:

- Multiple employees using the same bank account or address
- Unusual payment arrangements (e.g. third-party payments)
- Lack of awareness of employment rights
- Signs of coercion, abuse, or unusual behaviour
- Unusually low pay rates from labour providers

Any concerns are investigated immediately and escalated where required.

Training and Awareness

We maintain an ongoing awareness programme, including:

- Employee induction covering modern slavery and ethical standards
- Training aligned with the ETI Base Code
- Awareness posters displayed across all sites
- Supplier communication on ethical expectations

Senior managers have received formal training on modern slavery risks and compliance.

Continuous Improvement

We are committed to continuous improvement through:

- Annual policy review and updates
- Ongoing supplier audits and engagement
- Strengthening due diligence processes
- Monitoring labour providers via GLAA registration checks
- Weekly payroll reviews to identify anomalies

Statement Approval

This statement reflects our ongoing commitment to ethical trading and safeguarding human rights across our operations and supply chain.

Richard Taylor
Managing Director