

The Ready Egg Group

Modern Slavery Statement

The Modern Slavery Act 2015 requires large employers to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply chain. Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the Modern Slavery Act 2015 by the offences of ‘slavery, servitude and forced or compulsory labour’ and ‘human trafficking’. In accordance with the Act, this statement articulates our policies and practices around recognising and preventing human trafficking and slavery in our group and our supply chain.

Ready Egg Products Ltd and Skea Egg Farms Ltd employ approximately 300 staff in 3 locations in the UK; in Northern Ireland (NI) and in Chesterfield, GB. Our workers are employed in the UK but are recruited from throughout the UK and EU. The Group is the modern face of Egg Processing and retail Shell Egg in the UK, established to provide egg products to the food service and manufacturing sectors throughout the UK and EU and retail eggs into the major UK supermarkets and shops.

The Ready Egg Group have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

The board of directors of Ready Egg Products Ltd and Skea Egg Farms Ltd has examined the risk of modern slavery within our business operations in the past year by considering:

- The risk profile of individual countries based on the Global Slavery Index
- The business services rendered by suppliers
- The presence of vulnerable demographic groups
- A news analysis and the insights of labour and human rights groups

Our external suppliers are UK and EU based. We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

As part of our commitment to combating modern slavery, we have implemented the following within our organisation:

We ensure our labour providers have a GLAA licence and follow the provisions of the Gang Master Licencing Act 2004 and accordingly adhere to their main standards to protect workers from poor treatment and exploitation. This covers issues such as working hours, training, terms and conditions, the national minimum wage and transport, to ensure our labour providers meet the basic safety and welfare standards. We adhere to these standards which collectively address our commitment to human rights and the elimination of all forms of forced and compulsory labour. We also audit our labour provider annually. We occasionally use agency staff in our mainland GB operation to meet demand, but never in our NI factories.

We are members of Sedex, the Supplier Ethical Data Exchange, a not-for-profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains. A two-pillar ethical audit has been carried out on our Lisnaskea and Dungannon sites, and a four – pillar audit on our GB site. We also make sure that our suppliers are aware of our policies and adhere to the same standards by completing questionnaires which includes a section on ethical policy.

As part of the Ready Egg Groups' efforts to monitor and reduce the risk of slavery and human trafficking, our Human Resources teams will be:

- Making staff aware of the Modern Slavery Act 2015, including the definitions of slavery and human trafficking;
- Ensuring all members of staff watch the video on modern slavery and human trafficking compiled by 'Stronger Together'.
- Completing annual refresher training on Modern Slavery and Human Trafficking
- Contacting our current suppliers who provide us with temporary staff to ensure they also comply with this Act;
- Monthly checks of the GLA website to ensure no issues have been raised against our labour suppliers;
- Ask our staff to complete worker questionnaires covering all aspects of ethical working practices.

Previously a delegate attended the Stronger Together workshop, “Tackling Modern Slavery in UK Business” to further her understanding of this issue.

The Group provides periodic training to our staff on the subject of modern slavery and our policies to address the risks to help increase education and awareness.

As part of the company’s due diligence process into slavery and human trafficking, the supplier questionnaire process will incorporate a section on the review of controls undertaken by our suppliers to prevent slavery and human trafficking. All our suppliers must adhere to our ethical standards and anti-slavery policy. Suppliers must also return our ‘Supplier Code of Conduct’ where we lay out our expectations from them, including a section on Modern Slavery and Human Trafficking.

We require all suppliers to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

With the changes to the ‘Right to Work’ process after the UK’s exit from the EU, we continue to monitor for Modern Slavery and Human Trafficking.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015. This statement will be reviewed on an annual basis.

Signed: Jenna Crawford

Position: Compliance Manager

Date: 8th March 2024