

Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement for the current financial year (1st January to 31st December 2022).

Introduction

Dairy Partners Limited and Dairy Partners (Cymru Wales) Ltd are aware that slavery, servitude, forced labour and human trafficking is a global and growing issue given the rapid rise in global migration, existing in every region in the world and in every type of economy whether industrialised, developing or in transition.

We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

Our Business

Dairy Partners is one of the UK's largest manufacturers of mozzarella cheese and is the only fully integrated pizza cheese and mozzarella manufacturing, shredding and process business in Northern Europe.

All our products are produced in the UK from our two sites:

- Newcastle Emlyn in Wales, employing around 72 colleagues. This is a dairy production site, producing mozzarella cheese from milk sourced from UK based farmers within a 50 mile radius from the site. We have made significant investment in the site to ensure a much improved working environment for our employees.
- Stonehouse in Gloucestershire, employing around 100 colleagues. This is a processing site, preparing and packing a variety of cheese products for despatch to our customers. We are currently building a brand new facility which will provide our employees with significantly improved facilities and working environment.

Our business is owner managed and controlled by a Board of Directors.

Our Supply Chain

All ingredient and packaging supplied, are from reputable, established sources. All of these suppliers will have been evaluated against GFSI scheme and whilst the GFSI schemes are primarily focused on Food Safety, Integrity and Legality, each one has a section that deals with personnel and personnel welfare.

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As part of our initiative to identify and mitigate risk, where possible we develop long standing relationships with our suppliers and make clear our expectations of business behaviour by asking all our suppliers to comply with our Ethical Trading Policy.

We undertake periodic reviews to identify and assess any potentially higher risk suppliers and have recently introduced an audit and accreditation scheme which will apply to all milk suppliers.

Supplier Adherence to our Values

The Company has zero tolerance to slavery and human trafficking and expects all companies within its supply chain, including contracted services, to comply with its business values.

The Board of Directors are fully committed to ensuring that modern slavery and human trafficking plays no part in its business supply chain, or in any part of the business.

All our suppliers are issued with our Ethical Trading Policy and are required to confirm that no part of their business operation contradicts with this policy in which we guarantee that:

- All employment is freely chosen;
- Working conditions are safe and hygienic and working hours are not excessive;
- Child labour is not used;
- Wages are fair and comparable to industry standards and always complying with national minimum wage requirements;
- Deductions from wages as a disciplinary measure is not permitted;
- Freedom of association and the right to representation is respected;
- No discrimination is practised and no harassment, bullying, threats, abuse or other intimidation will be tolerated.

Recruitment

We operate a robust recruitment policy, which includes conducting checks to confirm eligibility to work in the UK for all employees and ensuring any labour suppliers we use have policies in place to safeguard against illegal working, human trafficking or individuals being forced to work against their will.

All labour suppliers must be GLA licenced and although we will be notified if there are any changes to this licence, we conduct our own checks annually. All labour suppliers are required to complete a Labour Supplier Questionnaire to confirm none of their working practices contradict our Ethical Trading Policy.

We ensure that all rates agreed with labour suppliers enable them to pay the workers provided at a level of or above National Minimum Wage.

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Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business, awareness training will be provided for relevant employees.

We are currently introducing new Modern Slavery Awareness e-Learning modules on how to spot the signs of modern slavery which will be rolled out to all staff during 2022. This will be part of programme to remind all employees of the importance of remaining vigilant and reporting any concerns they may have.

Reporting Mechanisms

Employees are encouraged to report any concerns either to their Line Manager or Human Resources. In addition, we have a confidential Whistleblower telephone line which enables employees to report information about any possible irregularities or areas of concern anonymously.

Performance Indicators

We have reviewed the performance indicators in place to monitor the effectiveness of the steps we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain.

These actions have been:

- We have ensured that all our suppliers have confirmed their compliance with our Ethical Trading Policy and identified any non-compliant suppliers. We have introduced a 5-year renewal requirement to ensure long standing suppliers are reminded of the policy.
- We introduced a Labour Rights Questionnaire to be completed by all milk suppliers and have launched a new farmer audit and accreditation scheme. This will allow us to identify and address any areas of concern from what we deem to be our higher risk suppliers.
- We have conducted a review of pay rates to ensure that we pay all our employees and agency workers legally and fairly and to national minimum wage requirements.
- We have conducted checks to preventing illegal working ensuring that all our employees have the legal right to work in the UK.
- We have confirmed that there have been no reports from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- We have purchased a new suite of e-Learning packages which includes Modern Slavery Awareness modules. Awareness training is to be completed by all relevant employees by the next review date.

These performance indicators will be reviewed and updated annually as required.

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Approval

All Directors are currently briefed on the subject and have approved this statement. The Senior Management Team will continue to meet annually to review and update where necessary.



Robert Peel
Director
19th May 2022

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