



## **AFFCO EUROPE LIMITED**

### MODERN SLAVERY STATEMENT

#### **Introduction**

The Modern Slavery Statement ("Statement") is produced in accordance with Section 54 of the United Kingdom's Modern Slavery Act 2015 (the "Act") for AFFCO Europe Limited ("AFFCO").

#### **Our Organisation**

AFFCO is a subsidiary of AFFCO New Zealand Limited ("AFFCO NZ"). AFFCO NZ has 12 processing sites around New Zealand and employs up to 4,000 people at seasonal peak in the processing of meat products and by-products for both domestic and international sale.

AFFCO supplies premium quality meat products and by-products to leading supermarkets, food distributors, retailers, restaurants, small goods manufacturers and prepared food distributors around the United Kingdom and Europe.

#### **Our Commitment**

AFFCO recognises that modern slavery is a prevalent issue across the globe today and it is fully committed to ensuring that modern slavery is not present in any of its supply chain. AFFCO has developed a range of processes and systems intended to identify and eliminate or prevent any slavery and human trafficking in its business or in its supply chains.

#### **Our Policies**

AFFCO uses the following systems and policies as part of its commitment to ensuring that modern slavery is not present in any of its supply chain:

1. AFFCO's supplier farms in New Zealand are subject to regular audits and compliance reviews, including the AFFCO New Zealand Farm Assurance Programme audit and Sedex Members Ethical Trade Audit. These audit covers, among other things, a supplier's compliance to relevant law, health and safety requirements and ethical business practices.
2. AFFCO's suppliers, customers, contractors, agents, employees and entities within its supply chain are required to comply with all New Zealand legislative requirements at all times. These include, among other things, the provisions of the Crimes Act 1961 (NZ) prohibiting slave dealing, smuggling and trafficking of people, abduction and kidnapping. AFFCO would immediately terminate any commercial relationship with an entity or individual that had breached any lawful requirement that undermined their overall observance of the Act.

3. AFFCO employees and agents conduct due diligence on potential customers and organisations in its supply chains. Potential commercial relationships are filtered through appropriate channels within AFFCO. AFFCO is committed to dealing with reputable and credible organisations and individuals, including those that they have conducted business with previously (and therefore they are assured of their ethical practices and commitment to compliance). AFFCO assesses the risk of new commercial relationships based around numerous factors which may include the businesses' geographical location, trading history, the businesses' trading references, insurance coverage and their overall legitimacy.
4. AFFCO Plants are based in New Zealand and accordingly, its treatment of employees is conducted in accordance with New Zealand legislation and regulation in respect of employment relations, human trafficking regulations, anti-slavery, labour standards and entitlements to work.

### **Performance**

AFFCO continue to monitor the risk of slavery and human trafficking in our supply chain and business, and as such we are not aware and have no known instances of slavery and human trafficking taking place in its business or in any of its supply chains.

### **Review and Amendment**

AFFCO is consistently reviewing its systems and policies to best achieve its continued commitment to ensuring that modern slavery is not present in its business or in any of its supply chains.

AFFCO will re-publish this Statement in the event that these systems and policies are amended or developed further.

### **Approval**

This Statement has been formally approved by the Board of Directors of AFFCO New Zealand Limited. It has been signed by the Chief Executive Officer of AFFCO New Zealand Limited.



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**Nigel Stevens**

CEO