



MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR 2019/20

This statement sets out the steps that Alec Jarrett Limited (“the company”) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business and supply chains.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking

Our Commitment

The company has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of our business dealings and to taking reasonable steps to ensure modern slavery is not taking place anywhere in our business or any of our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners.

Our Business

Alec Jarrett Limited operates in the food manufacturing industry. We operate an abattoir and boning room from our sole premises on the outskirts of Bristol. We supply beef products to predominantly UK and Irish based customers with a smaller percentage being exported to the EU. Some arable and livestock farming takes place in conjunction with the main food manufacturing activities.

Risk Areas

Our key internal risk is the employment of staff. Staff are largely recruited and provided through reputable recruitment agencies. Our reputable labour providers are UK based and we expect them to have suitable anti-slavery and human trafficking policies and procedures.

Where the company recruits staff directly the Payroll Department checks their right to work status and ensures the payment of at least the National Minimum wage.

Our Policies

Whistleblowing - as part of our initiative to identify modern slavery we have in place a confidential whistleblowing system to encourage staff to report any concerns. This process is available to all persons working for us or on our behalf in any capacity.

In an effort to identify and reduce modern slavery the Management Team have an opportunity to raise any concerns they or their staff may have at monthly Management Team Review meetings.

The company is in the process of updating its Recruitment Policy.

The Employee Handbook is currently under review and will include this Modern Slavery Statement.

Training

We will ensure that all staff working for us or on our behalf in any capacity receive an induction into the business where our policies, procedures and expectations are outlined.

The independent monitor and Technical Manager have been trained to deal with any whistleblowing reports received in a confidential and sensitive manner.

Measuring Effectiveness

We will know the effectiveness of the steps we have taken so far by review of the whistleblowing logs and minutes of the monthly Management Team review meetings.

Awareness Raising

The company has raised awareness of modern slavery issues by erecting posters in the common areas used by staff. The posters explain how staff can identify slavery and what they can do to flag up potential slavery to the company or their employment agency as well as what external help is available.

Reporting Suspicions of Slavery

Employees can report any suspicions of slavery either through the company's confidential reporting system by emailing foodsafety@alec-jarrett.co.uk or externally to the Modern Slavery Helpline (tel. 08000 121 700).

This statement has been approved by the Board of Directors on 9 April 2019 and will be reviewed annually thereafter.

NAME: Stuart Jarrett – Director/Company Secretary

DATE: 9 April 2019