

Slavery and Human Trafficking Statement

Introduction

Following the introduction of the Modern Slavery Act in 2015 by UK Government, Forrester Sales Ltd (FSL) produces an annual Modern Slavery Statement setting out the steps we have taken and continues to take to ensure Modern Slavery does not take place and applies to employees, workers, contractors and our supply chains. The Modern Slavery Statement also applies to: Foresters of Cheshire Ltd.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our Commitment

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. We will not knowingly deal with any business involved in slavery or human trafficking.

Forrester's work with industry bodies, the GLAA and other enforcement bodies to ensure the risk of modern slavery is minimised.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

Organisation's Structure

We are a food manufacturing business employing over 300 people and operate in the United Kingdom based in Cheshire. Supplying both retail and food service sectors with whole and portioned chicken, either frozen or cooked ready to eat products.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk the Company has in place systems to encourage the reporting of concerns and the protection of whistle-blowers.

Our supply chain providers are expected to have suitable anti-slavery and human trafficking policies and processes. We are Sedex registered and have completed the Self-Assessment Questionnaire (SAQ). We are independently ethically audited to the SMETA standard (2 Pillar). Actions to correct any non-conformances resulting from the audits are detailed by the site in a corrective action plan. Our aim is to achieve zero non-compliances from our ethical audits through site action plans targeted to address key areas.

Forrester Sales Ltd sources the majority of their product from UK famers, Supply from Europe, South America and Asia. Materials related to the manufacture of our products are from UK and Europe.

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we strive for our suppliers to be registered with SEDEX and are connected to Forrester Sales Ltd.

FSL engage with reputable contractors and suppliers who adhere to all appropriate legislation, regulation and practices. ³ We have not identified any breaches of the Act during 2021. We will continue to be vigilant and where a compliance breach is identified, we will act promptly, involve the appropriate lead agencies and feedback lessons learnt in order to minimise the risk of an incident occurring again.

Training & Communication

We raised awareness of modern slavery and human trafficking through the publication of this statement on FSL website.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our HR and Procurement teams:

Making sure FSL procurement strategies and contract terms and conditions include references to modern slavery and human trafficking

All managers and existing personnel have been briefed on issues relating to Modern Day Slavery using materials supplied by Stronger Together. All new personnel are also briefed during induction and posters and other materials are displayed across the business:

Modern Slavery awareness is part of the site induction programme for new starters and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking

The HR and Technical team ensure that consideration of the modern slavery risks and prevention are added to Forrester's policy review process as an employer and procurer of goods and services

Continuing to take action to embed a zero tolerance policy towards modern slavery

Our effectiveness in combating slavery and human trafficking

The Company uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

Use of labour monitoring and right to work documentation.

- We maintain a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectations.
- We regularly review supply chain policies, codes of conduct and our working practices to show commitment.
- Watching and checking behaviours to uncover any ethical-related concerns.

Reporting suspicions of slavery – Whistle blowing

We have an anonymous and confidential whistleblowing system that enables all employees, including agency workers to raise any potential concerns in relation to employment standards or ethics. The system is totally anonymous and no one will be identified in anyway.

To do this you will require the following link: <http://www.forresterschicken.co.uk/anonymous/>

All whistle blowing reports will be investigated and where required ensure that preventative action is completed. You can report any suspicions of slavery either through the Company's anonymous system or externally to the Modern Slavery Helpline. Details are set out below:

<https://www.modernslaveryhelpline.org/>
08000 121 700.

This statement has been approved by Heidi Nickson, Managing Director, for the financial year ending March 2022

Heidi Dillaway-Nickson
Director

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