

## **Slavery and Human Trafficking Policy Statement**

### **Introduction from Phil Blakeman, Managing Director**

Slavery and human trafficking remains a hidden problem in our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the supply chain. James T Blakeman operates a zero tolerance to child labour, forced labour, harsh or inhumane treatment and any mistreatment of workers in our factories and in our supply chains. All tiers of staff are expected to report concerns and management are expected to act upon them.

### **Organisation and Structure**

James T Blakeman has two factories based on one site in Newcastle under Lyme, Staffordshire. One is a manufacturing plant and the other is a cooking plant.

### **Our Supply Chains**

Our supply chains include sourcing of raw materials principally related to the manufacture of pork sausages but also other meat products.

### **Our Policies on Slavery and Human Trafficking**

We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. This anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We comply with the standards set down in the Ethical Trading Initiative Base Code and have registered with Stronger Together – tackling modern slavery in the supply chains.

### **Due Diligence Processes for Slavery and Human Trafficking**

As part of our initiative to identify and mitigate risk:

- Where possible we build long standing relationships with suppliers and make clear our expectations of business behaviour;
- With regard to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and procedures. We expect each entity in the supply chain to, as a minimum, adopt a 'one up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain;
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers;
- During supplier audits those in our supply chain will be asked for evidence that they are taking steps to prevent slavery and human trafficking.

### **Supplier Adherence to our Values**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

The Company Directors are responsible for compliance with this policy.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains, we provide information and guidance to relevant members of staff. All Directors and members of the Executive Team have been briefed on the subject.

### **Our Effectiveness in Combating Slavery and Human Trafficking**

We use the following 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 payroll systems to check eligibility of employees in the UK
- Audits of recruitment agencies
- Audits of our suppliers

This statement is made in pursuant to section 51(1) of the Modern Slavery Act 2016 and constitutes our slavery and human trafficking statement for the current financial year.

Signed

A handwritten signature in black ink that reads "P J Blaleman". The signature is written in a cursive style with a large initial "P" and "J".

Position: Managing Director

Date: 29th February 2016