



Modern Slavery Statement & Policy

Ref No: H&SD05

Rev No: 03

Rev Date: 01/12/2023

Middlesex Meat Company Ltd recognise that “The Modern Slavery Act 2015” requires commercial organisations supplying goods and services with a Turnover of above £36 million to prepare and publish an annual “Slave and Human Trafficking Statement”. Whilst our turnover is well below this threshold, we take this issue very seriously and abide by all the current legislation in respect of the same.

Slavery and Human Trafficking are serious crimes and Middlesex Meat Company Ltd will not tolerate this in our workplace or within the workplaces of our suppliers.

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, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, butchers, packers, office staff, cleaners, drivers, external consultants, third-party representatives and any other business partners.

We are compliant with BRC Global Standards V9 and one of the criteria we must adhere to is a regular review of our supply chain. All our new and existing suppliers go through a supplier approval process which includes certification and accreditation status. Based on this we assess and review the supply chain annually. Part of this includes requirement for a Modern Slavery Statement which is reviewed by senior management for adequacy.



All our employees have a Team Member Annual Review where they are offered the opportunity to raise any queries or concerns.

We hold monthly staff meetings which includes an agenda item “Modern Slavery” which provides an open forum for staff to discuss and interact.

Our business operates a “Door Is Always Open” policy to the senior management team and we always try to assist our team members with any personal matters that they chose to raise with us. Our team are aware that these can be raised at any anytime of their working day.

We operate a Whistleblowing Policy with dedicated telephone line and a discrete “note dropping” opportunity for our staff to alert the management team of any issues.

We encourage all of our employees to report any wrongdoing at work, or any criminal acts. The policy is designed to make it easy for employees to make disclosures without fear of retaliation.

Approved: 	Name: Paul Blake	Date: 01/12/2023	
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Responsibility for the Policy

The Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Technical Director has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Paul Blake
Managing Director

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Reviewed:		Name: David Blake	Date: 01/12/2023
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