



Oakfield (Foods) Ltd

UK Modern Slavery Act 2015

This statement has been published in accordance with section 54 of the Modern Slavery Act 2015. It provides an update on steps that Oakfield (Foods) Ltd has taken during its financial year ending 31st December 2023 to further its commitment to prevent modern slavery and human trafficking within its business operations and supply chains. The company has a zero-tolerance approach to modern slavery. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

Oakfield (Foods) Ltd, office based in North London UK, the structure of our business has not changed since the previous financial year. We are a trading company that began in 1987, we have grown considerably now employing 62 people. We specialise in importing and exporting chilled, frozen, ambient, raw/cooked meat, poultry and food products including offal's. We trade internationally to develop routes to market for its suppliers and long-term supply solutions for its customers.

We are committed to continually reviewing and ensuring that our approach prevents modern day slavery or human trafficking in our supply chain or in any part of our business, with policies which contribute to our goal.

The statement sets out the steps that we Oakfield (Foods) Ltd have taken to mitigate the risk of slavery and human trafficking occurring within any part of our business operations or our supply chain. Oakfield (Foods) Ltd are striving to ensure all suppliers and service providers are following the Global Code of Conduct that outlines the minimum expectations in various areas, and we expect all businesses involved in the supply of goods and services from a position of trust, teamwork, honesty, and mutual respect. We actively encourage fair trade principles and membership of SEDEX. Oakfield (Foods) Ltd will review and join in its implementation, working together to achieve continual improvements.

1. Child labour is not used

- Children who are younger than the minimum age permitted by the law of the country of manufacture, or who are younger than the age for completing compulsory education shall not be employed.
- Children and young persons under the age of 18 shall not be employed at night or in hazardous conditions.
- The factory must maintain documentation for every worker, verifying the worker's date of birth. Where official documents are not available, a factory must be seen to take all reasonable steps to verify age.

- Companies shall develop a policy to provide for the transition of any child found to be performing child labour to enable them to attend and remain in quality education until no longer a child.

2. Employment

- Full time employees shall have a regular employment contract
- Staff will not be forced to work more than 48 hours per week
- Wages are fair and comparable within the industry and above legal standards
- Staff are provided with written terms and conditions of employment in the form of a contract, which details salary, holiday entitlement, absence and sick pay rules, grievance and disciplinary procedures and notice periods
- Pay slips detailing legal deductions from wages will be provided monthly
- No forced or involuntary labour shall be used
- Temporary staff supplied by an Employment Agency will be eligible to work in the UK
- 'Human trafficking' means the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.
- Oakfield (Foods) Ltd strictly prohibits any exploitative labour practices or any associated criminal conduct.
- Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

3. Discrimination will not be tolerated with regards to

- Salary
- Employment
- Training
- Promotion
- Termination of contract
- Retirement

Based on

- Age
- Religion
- Ethnicity
- Nationality
- Disability
- Marital status
- Sexual status
- Sex

Career development opportunities shall be equally accessible to all staff members

4. Corruption or degrading treatment shall not be tolerated:

- Blackmailing, sexual harassment, physical or verbal threats, bullying, abuse, bribery, intimidation

Freedom of Association

- Suppliers shall recognise and respect the right of workers to lawfully join associations of their choosing, and to bargain collectively.
- Oakfield (Foods) Ltd adopts an open attitude towards the activities of trade unions and their organisational activities.
- Workers' representatives are not to be discriminated against and will be given access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer will facilitate, and does not hinder, the development of parallel means for independent and free association and bargaining.

Health and Safety

- Suppliers must provide a safe, clean, and hygienic place of work and keep to all local laws relating to health, safety and welfare in the workplace. All reasonable steps must be taken to prevent accident and injury at work. This requirement also applies to any accommodation provided for the workforce.
- The company observing the code shall assign responsibility for health and safety to a senior management representative.
- Exits must be clearly marked, be accessible and must be unlocked while work is taking place. Fire prevention and evacuation procedures and alarms must exist and be tested regularly.
- First aid facilities must be available.
- Access to clean toilet facilities and to drinking water, and, if appropriate, sanitary Facilities for food storage shall be provided.

Environmental Requirements

- Oakfield (Foods) Ltd will encourage suppliers to manage all waste that they generate in accordance with applicable environmental laws and regulations and must continually work to reduce the percentage of waste going to landfill.
- Oakfield (Foods) Ltd must encourage all suppliers to be aware of their carbon footprint and commit to a strategy of carbon reduction.
- Oakfield (Foods) Ltd must encourage all suppliers to look at reducing the level of packaging used and improve the recyclable content of both their products and packaging.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Oakfield (Foods) Ltd's slavery and human trafficking statement for the financial year ending 2023.

Signed

Print

Position

Date

Oakfield (Foods) Ltd

Anti-slavery and Human Trafficking Policy

1. POLICY STATEMENT

1.1 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 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.

1.2 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 our contractors, suppliers, and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards. We actively encourage fair trade principles and membership of SEDEX.

1.3 This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

1.4 This policy does not form part of any employee's contract of employment, and we may amend it at any time.

2. RESPONSIBILITY FOR THE POLICY

2.1 The board of 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.

2.2 The Technical Manager 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.

2.3 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.

2.4 You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions, and queries are encouraged and should be addressed to the Technical Manager.

3. COMPLIANCE WITH THE POLICY

3.1 You must ensure that you read, understand, and comply with this policy.

3.2 The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

3.3 You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

3.4 If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager as soon as possible.

3.5 If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager.

3.6 We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Technical Manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally.

4. COMMUNICATION AND AWARENESS OF THIS POLICY

4.1 Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

4.2 Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

5. BREACHES OF THIS POLICY

5.1 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.