



Slavery and Human Trafficking Statement – Shazan Foods Limited

INTRODUCTION

We are proud of the steps we have taken to combat slavery and human trafficking and we are committed to continuously reviewing and improving our practices and policies to combat slavery and human trafficking.

ORGANISATION'S STRUCTURE

We are a manufacturer of poultry and red meat products in the Halal food sector. We also operate retail Halal butchery counters in supermarket stores in certain areas of the UK. We have over 400 employees and operate in the United Kingdom. Our business is organised into two divisions: Shazans and Shazans Counters.

OUR SUPPLY CHAINS

Shazan Foods Limited sources the majority of the protein and produce from UK and Irish farmers. Direct materials related to the manufacture of our products come from Europe including, Germany and the UK.

RESPONSIBILITY FOR ANTI-SLAVERY INITIATIVES

The relevant leaders of the HR, Technical, Commercial and Operations functions are responsible for the implementation, development and on-going maintenance of the policy within their respective business units whilst also working together to ensure there is a coordinated approach to tackling this issue.

HUMAN TRAFFICKING

We are committed to minimising the risk of modern slavery or human trafficking in our supply chains or in any part of our business. We are committed 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.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We have in place systems to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains;
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. We are a supplier 'B' Member of SEDEX (Supplier Ethical Data Exchange), a not-for-profit organisation which is dedicated to driving improvements and ethical business practices in global supply chains. We encourage our suppliers to take part in the SEDEX programme and to subscribe to independent ethical auditing. We participate in a programme of ethical audits to help support our stance on anti-slavery and human trafficking issues. Relevant senior management have engaged in training and development in relation to human trafficking within the supply chain through Stronger2gether, and are working towards Business Partner status with this organisation.

TRAINING & COMMUNICATION

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we ensure relevant teams and senior management receive appropriate training.

FURTHER STEPS

We will continue in 2024 to build on the progress we have made this year. We will continue to improve communication on this topic with our supply chain and welcome opportunities to collaborate to identify risks or solve problems that we cannot tackle alone. We will face common issues and by working together, not only with suppliers but also with other UK companies, we will be far more effective in meeting our common goal of eradicating Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2023.

Stephen Elder
Managing Director