Parkham Farms Limited.
Higher Alminstone Farm, Woolsery,
Bideford, North Devon EX39 5PX
T: 01237 431246

Modern Day Slavery Statement

Introduction

Modern slavery is a criminal offence, it is a crime which involves the severe exploitation of other people for personal or commercial gain. It can take forms in human trafficking, forced labour, debt bondage/ bonded labour, descent- based slavery, slavery of children or forced and early marriage. It is not just limited to these practices, all of which are a violation of fundamental human rights.

This statement has been published in accordance with the Modern Slavery Act (2015). It specifies our efforts during the financial year December 2023 to November 2024 to take proactive steps in order to reduce the risks of modern-day slavery at Parkham Farms Ltd.

Parkham Farms structure and supply chain

Parkham Farms is a cheese manufacturer at Higher Alminstone Farm, Woolsery, Bideford, Devon. It employs 30 full time and 4 part time staff, of which none are agency sourced. The company undertakes many processing tasks including pasteurising milk for cheddar cheese production, cheddaring of cheese, the cutting of cheese blocks and vacuum packing into tubular maturation bags and matures British cheese for the UK market.

The activities considered to be high risk for slavery or human trafficking at Parkham Farms are:

- External suppliers: all suppliers used are SEDEX approved.
- Labour: right to work in the UK of any permanent staff is verified.

Strategy and Policy

Protecting and respecting human rights and labour standards is the foundation of Parkham Farms sustainability and ethical strategy.

Parkham Farms is committed towards developing its approach in order to understand the risks of modern slavery that are inherent in the food supply chain and ensure that there are measures put in place to protect workers' rights. We have a couple of policies in place which tackle modern slavery, these include:

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- Ethical Trading Policy
- Whistleblowing Policy
- Food safety culture

We have reviewed each of these documents and are satisfied that they address the issues associated with our workforce and supply chain.

Due Diligence

Due diligence is taken when considering new suppliers of raw materials and reviews of current suppliers are also completed annually to ensure compliance. The reviews include:

- Mapping the supply chain to assess specific products or geographical risks
- Evaluating the modern slavery and human trafficking risks of each new supplier
- Reviewing on a regular basis all aspects of the supply chain

Risk Assessment

During this financial year ending 30th November 2024, Parkham Farms made continued efforts to reinforce procedures to help identify, prevent, and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

Training

We use our internal communication channels, such as one-on-one chats with staff to raise awareness so they can recognise Modern Slavery and Human Trafficking. Generally, this covers.

- How to assess the risk of slavery and human trafficking
- How to identify the signs of slavery and human trafficking
- What to do when slavery and human trafficking is suspected
- How to escalate concerns of slavery and human trafficking within Parkham Farms.

All employees are paid statutory minimum wage or above.

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Approval

This statement has been approved by the senior management members, who will review it and update it annually.

Peter Willes	Sarah Berry	Emma Beer
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Date: 7/3/25	Date: 7/3/25	Date: 7/3/25.
Director	Director	Director

P. Willes