



Modern Slavery Statement

Norwest Foods International Ltd

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Objective: Norwest Foods International Ltd is committed, both at a board level and throughout the business, to protecting and promoting the human rights and basic freedoms of all its employees. Further to this commitment, we refuse to work with any suppliers or prospective businesses which we have reason to consider may exploit humans, in an unfair and unjust manner.

Procedure: Norwest Foods International Ltd is strongly opposed to the use of modern slavery, or any forms of cruel, inhumane or degrading punishments which may be used to control or restrict people's freedom of thought, conscience or religion.

This Modern Slavery Statement applies to all employees working for, and behalf of, Norwest Foods in any capacity. This includes, directors, managers, supervisors, administrators and assistants within the business, officers, along with sub-contractors and consultants.

We are committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place within our organisation or in any of our supply chains. We also expect that our suppliers will adhere to the same high standards as our business is committed to. This is verified through SAQs and supplementary declarations which are signed and dated.

Employee Rights: Norwest Foods International Ltd is committed to compliances with all relevant human right legislation and regulations.

- All employment within Norwest Foods is freely chosen.
- Any employee who wishes to join a trade union, or is already part of one, is free to do so.
- No child labour shall be used (we do not employ anyone under the age of 16 years old)
- Staff are free to leave the business once reasonable notice is given.
- A Health and Safety Policy is in place to ensure adequate measures are taken to prevent accidents and minimise potential hazards).
- Staff have unrestricted access to toilet facilities and drinking water during working hours.
- No discrimination between employees or job applicants occurs due to their race, creed, colour, potential disability, nationality, ethnic origin, age, religion, language, political or other opinion affiliation, connections to a national minority, property, birth or other status, gender, gender reassignment, sexual orientation, marital status, family connections, and membership or non-membership of a trade union
- Staff receive regular training to ensure adequate safety and hygiene procedures are followed within their job and working environment.
- Staff pay rates are equal to or above the national legal minimum standard and are equal to or above the national living wage. Employees also receive equal pay for equal jobs.
- Staff employed by Norwest are contracted to work 37.5 hours per week, with daily breaks given in line with legal requirements.
- Staff are provided with 2 days off per working week, and a minimum annual leave entitlement of 25 days in each calendar year. This is in addition to public bank holidays.
- Staff are given written terms and conditions of employment (via a formal contract), which details the employment relationship and obligations of the employee and employer (such as rates of pay, working hours, grievance and disciplinary procedures, holiday entitlement, absence and sick pay rules and notice periods for termination of employment).
- No deductions are made from wages as a disciplinary measure, and pay slips detailing lawful deductions are provided for each pay period.
- Should any employee at any time feel the need they cannot raise issues directly with their line manager or with the directing team but still have concerns then independent council can be taken via ACAS by calling [0300 123 1100](tel:03001231100).



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