



Modern Slavery Statement 2022/2023

This statement is in accordance with the Modern Slavery Act 2015 and sets out the steps the Company has taken during the financial Year to October 2023.

Introduction

Modern slavery

Modern slavery is a crime and 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.

Our Business

Born from humble beginnings with the purchase of just 150 chickens for £150 in 1951 by founder Leslie James Fairburn, this family business has transformed into a powerhouse in the UK's egg production and packing industry.

The heartbeat of LJ Fairburn & Son Ltd is the unwavering commitment to family values, business integrity, and loyalty that has been the foundation since its inception. Now led by the third generation, the family's passion for their enterprise resonates through every aspect of their operations. With 250 dedicated employees, the company is a tight knit community where the principles of hard work, dedication and care for each other are deeply ingrained.

What sets LJ Fairburn & Son Ltd apart is not just growth into one of the largest egg producers and packers in the UK but the harmonious blend of tradition and innovation. The company embraces vertical integration and modernity through significant investments in innovative technology, state of the art infrastructure, and a fully accredited milling centre. This forward-thinking approach ensures efficiency, quality, and sustainability throughout the production process.

Beyond the confines of the farm, LJ Fairburn & Son Ltd are dedicated to community engagement which is evident through numerous sponsorships and philanthropic initiatives. Whether it is supporting local sports teams, donations to local food banks, contributing to the Lincolnshire and Nottinghamshire Air Ambulance, or partnering with Farm Africa to empower farmers in eastern Africa, the company actively participates in making a positive impact, locally, nationally, and globally.

Our Commitment & Supply Chains

LJ Fairburn & Son Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act and is committed to act ethically and with integrity with all its business relationships.

We are fully committed to playing our part in eradicating modern slavery. LJ Fairburn & Son Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally its supply chains.

LJ Fairburn & Son Ltd does not enter into business with any other organisation, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.



Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse.
- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.
- Payment for work – paying any person(s) to find work in the UK.
- Debt bondage
- Criminal Exploitation
- Domestic Servitude

In general, LJ Fairburn & Son Ltd considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps and assessment of effectiveness

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, LJ Fairburn & Son Ltd has taken the following steps to ensure that modern slavery is not taking place:

- Trained Managers to deliver modern day slavery training to producers in line with and approved by Lion Code
- Auditing of Labour Providers
- Creating action plans to address risk to modern slavery.
- Viewing the worker's bank card to cross reference bank details and name and to ensure the account holder is in possession of their bank card.
- Finance department conduct weekly checks for duplication of accounts and addresses.

Policies

LJ Fairburn & Son Ltd has the following policies which further define its stance on modern slavery.

Modern Day Slavery Policy
Anti-Corruption & Bribery Policy
Whistle blowing Policy.

Training

LJ Fairburn & Son Ltd provides induction training to all new employees which includes Modern Day Slavery and have engaged with Stronger Together to deliver training to Managers and Trainers to effectively implement the Company's stance on modern slavery.



Slavery Compliance

Directors of LJ Fairburn & Son Ltd have ultimate responsibility and daily practical management of the policies is the responsibility of the Management team and the HR Manager, to whom all concerns regarding modern slavery should be addressed, who will then undertake relevant action regarding the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

This statement was approved by the Board of Directors of L J Fairburn & Son Ltd.

A handwritten signature in black ink, appearing to read 'Daniel Fairburn', written over a horizontal line.

Daniel Fairburn

CEO

January 24