



Slavery and Human Trafficking Statement

Introduction

In accordance with the Modern Slavery Act 2015, Forrester Sales Ltd (FSL) has prepared its Modern Slavery Statement, setting out the steps we have taken and continue to take to ensure Modern Slavery does not take place and applies to employees, workers, contractors and our supply chains.

The Modern Slavery Statement also applies to: Foresters of Cheshire Ltd.

About Us

We are a food manufacturing business employing over 300 people based in Cheshire. Supplying both retail and food service sectors with whole and portioned chicken, either frozen or cooked ready to eat products.

Our Commitment

FSL is committed to ensuring that there is no modern slavery or human trafficking occurring without organisation or in our supply chain.

We are an equal opportunities employer, fully committed to creating and ensuring an inclusive and respectful working environment for all our staff. We want all our staff to feel confident that they can report concerns without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Forrester's work with industry bodies, the GLAA and other enforcement bodies to ensure the risk of modern slavery is minimised.

Policies and procedures

It is important to us to act ethically and with integrity in all our business dealings and relationships. We have the following policies and procedures in place to minimise the risk of modern slavery in our organisation:

- **Code of Conduct**
- **Equality, Equity, Diversity, and Inclusion**
- **Recruitment and Selection**
- **Whistleblowing**
- **Disciplinary Procedure**
- **Procurement policy**

As part of our initiative to identify and mitigate risk the Company has in place systems to encourage the reporting of concerns and the protection of whistle-blowers.

FSL is Sedex registered and have completed the Self-Assessment Questionnaire (SAQ). We undergo ethical audits to the SMETA standard (2 Pillar) every other year. Actions to correct any non-conformances resulting from the audits are detailed by the site in a corrective action plan. Our aim is to achieve zero non-compliances from our ethical audits through site action plans targeted to address key areas.

Our Supply Chains

Forrester Sales Ltd sources the majority of their product from UK famers, Supply from Europe, South America and Asia. Materials related to the manufacture of our products are from UK and Europe.

We have robust technical and traceability systems to ensure that our products are responsibly sourced from suppliers.

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we strive for our suppliers to be registered with SEDEX and are linked directly and indirectly to Forrester Sales Ltd.. Where indirect suppliers are not currently linked to FSL on SEDEX we are working with them and aim to have them on Sedex by April 2026.

FSL engage with reputable contractors and suppliers who adhere to all appropriate legislation, regulation and practices. We have not identified any breaches of the Act during 2024. We will continue to be vigilant and where a compliance breach is identified, we will act promptly, involve the appropriate lead agencies and feedback lessons learnt in order to minimise the risk of an incident occurring again.

FSL does use labour providers to supply a percentage of our workforce. Each Labour Provider holds a GLAA licence and FSL conducts annual audits with electronic checks and interviews to help ensure there are no victims of modern slavery.

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 provide training to our HR and Procurement teams: HR have attended the 'Stronger Together – tackling Modern Slavery in Supply Chains' workshops.

Modern Slavery posters and other materials are displayed across the business:

Modern Slavery awareness is part of the site induction programme for new starters and we inform them of the appropriate action to take if they suspect a case of slavery or human trafficking

The HR and Technical team ensure that consideration of the modern slavery risks and prevention are added to Forrester's annual policy review process as an employer and procurer of goods and services

Our effectiveness in combating slavery and human trafficking

The Company uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring and right to work documentation.
- We regularly review supply chain policies, codes of conduct and our working practices to show commitment.
- Watching and checking behaviours to uncover any ethical-related concerns.

Reporting suspicions of slavery – Whistle blowing

We have an anonymous and confidential whistleblowing system that enables all employees to raise any potential concerns in relation to employment standards or ethics and run concurrently in line with Company Grievance policies. The system is totally anonymous and no one will be identified in anyway. The Policy is displayed to ensure that all employees and temporary workers have access to it.

All whistle blowing reports will be investigated and where required ensure that preventative action is completed.

You can report any suspicions of slavery either through the Company's anonymous system or externally to the Modern Slavery Helpline.

This statement has been approved by Heidi Nickson, Managing Director, for the financial year ending 31st March 2024

Heidi Nickson
Director
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