



PILGRIM'S UK

Modern Slavery

Statement 2023



INTRODUCTION

As a values-led business we believe that the success of our company starts with the success of our people. We focus on providing a safe and well-managed workplace that provides the best opportunity for our colleagues to thrive.

Our vision is to become the best and most respected company in our industry, creating the opportunity of a better future for our team members.

We are focused on promoting all aspects of our team members' well-being, including health and safety as a condition, diversity and inclusion, mental health support, financial support, recruitment and retention and leadership development. We have a zero-tolerance approach to Modern Slavery and are committed to behaving responsibly and respectfully and will take the required steps to respect human rights in our own operations and across our supply chain.

We regularly review and improve our practices through effective due diligence and risk assessment, raising awareness of Modern Slavery and collaborating to protect the most vulnerable groups in our society.

This statement includes the progress the company has made in 2023, and our plans for 2024. Pilgrim's UK is now part of Pilgrim's Europe, which comprises of Moy Park, Pilgrim's UK, Pilgrim's Food Masters and Pilgrim's Shared Services Ltd. The 4 businesses are in a period of transition so we will look to publish a more detailed report covering Pilgrim's Europe next year.



OUR BUSINESS AND SUPPLY CHAINS

This statement covers the activities of Pilgrim's Pride Ltd., thereafter Pilgrim's UK (<https://www.pilgrimsuk.com>) which is part of the global Pilgrim's Pride Corporation. Pilgrim's Pride Corporation (<https://www.pilgrims.com/>) has headquarters and manufacturing sites in the USA and owns Pilgrim's UK, Pilgrim's Food masters and Pilgrim's Shared Services Ltd, which are based in the UK and are in the process of transitioning into Pilgrim's Europe

Pilgrim's UK provides a wide range of quality, cost-effective and innovative products to retail, wholesale and food service sectors across the UK. Pilgrim's UK is the country's number one producer of higher welfare pigs. Our shared vision with Pilgrim's Pride Corporation is to become the best and most respected company in the industry, which creates opportunity for a better future for our team members.

Our strategic pillars are based on becoming a more valued partner with key customers, relentlessly pursuing operational excellence, safe people, safe products and healthy attitudes and to develop a unique portfolio of diverse, complementary business models. Pilgrim's UK's foundations and strength lie in its core values of Determination, Simplicity, Availability, Humility, Sincerity, Discipline and Ownership.

SCOPE

This statement sets out the steps taken by Pilgrim's UK and relevant UK subsidiaries to prevent Modern Slavery and human trafficking in our own operations and supply chains.

We operate across 13 sites in the UK: 3 abattoir and de-boning sites, 10 processing sites, and our head office in Warwick, with 5,603 permanent employees with up to an additional 2,600 additional agency workers at peak periods.

We also operate our own pig livestock haulage company, with a fleet of 16 vehicles based in Suffolk, which enables us to have true visibility and control throughout our pig supply chain.

In our supply chain we receive pigs from: 386 RSPCA Assured finishing farms supplied by 108 Outdoor Breeding Farms and 278 Standard Red Tractor finishing farms, in addition we source from 4 organic farms. The RSCPA farms are assured to Freedom Food (<https://www.rspcaassured.org.uk/>) and Red Tractor Standards (<https://redtractor.org.uk/>) The standard Red Tractor Farms would be assured to Red Tractor Standards only.

Our lambs are applied from 2,000 farms across the UK. 45% are from Wales, with the remainder from across England and Scotland. Of these, 105 farms are certified organic. All our farms are assured to Red Tractor Standards. (<https://assurance.redtractor.org.uk/>).



OUR POLICIES AND TRAINING

We operate our business in compliance with the Ethical Trading Initiative which derives from the core conventions of the International Labour Organisation, and from the United Nations Universal Declaration of Human Rights.

We are regularly audited by third parties who publish our audit results on the Supplier Ethical Data Exchange (Sedex) or through the Supplier Workplace Accountability Program. Sedex is one of the world's largest ethical trade services providers working to improve working conditions in global supply chains. Pilgrim's UK is an AB registered member, and we use this platform to manage our supply chain relations and risks with both customers and suppliers.

We keep fully abreast with the work of the GLAA (Gangmasters and Labour Abuse Authority) who are responsible for the licensing of labour providers within the food and agricultural sectors in the UK.

We are founding members of the Food Network for Ethical Trade (FNET), an initiative to use the collective leverage of suppliers and retailers to bring positive change to global supply chains by working collaboratively on improving human rights. A representative of Pilgrim's UK is a board member.

We are also founding members of Modern Slavery Intelligence Network (MSIN). About Modern Slavery Intelligence Network (MSIN) <https://www.msin.org.uk/>

MSIN is a pioneering non-profit collaboration in the UK food sector that was created in 2020 in response to the findings of Operation Fort (the UK's largest ever modern slavery investigation). Its aim is to share intelligence across the UK's food industry to understand patterns and trends of modern slavery and use these to disrupt traffickers.

During 2023, MSIN has continued to grow its membership and work with data sharing partner, Stop the Traffik, to run the MSIN intelligence sharing platform.

Members have been encouraged to input data on incidents which have occurred in their businesses or supply chains into the anonymised data sharing platform, allowing other members to investigate similar issues or raise concerns within their own companies and supply chains. Over the year, MSIN generated at least one intelligence submission per week for review and action by members if needed. It also shared 6 "high priority" alerts with all members, for immediate action, which in one case helped to stop high risk exploiters and in another led to members actively investigating to stop any potential issues in their own companies. Members have gathered at monthly working group meetings as well as for the MSIN Annual Conference in September 2023 to share insights and review trends in modern slavery. The conference was attended by more than 150 industry and NGO representatives and included a keynote speech from the Rt Hon Theresa May MP. In 2024, MSIN will continue to focus on increasing the quality and quantity of intelligence processed, expanding its membership, and driving value for its members in the increased sharing of trends and insights.

We are proud business partners and founding members of the Bright Future Co-operative. This enables victims of Modern Slavery to return to work via a paid four-week placement followed by a non-competitive interview for a permanent role. We have undertaken 3 placements during 2023 with 2 remaining a full-time employees.

OUR POLICIES AND TRAINING

We have developed site guides and role descriptions for all our sites to encourage more placements through the Bright Future programme as it scales up. We will review this through 2024 as part of the plans for Pilgrim's Europe.

In addition, we are a member of the Association of Labour Providers (ALP). ALP is a specialist trade association promoting responsible recruitment and good practice for organisations that supply the workforce to the food processing, agricultural and wider consumer goods supply chain.

We support the Stronger Together initiative, which is a multi-stakeholder, business-led initiative aiming to reduce Modern Slavery, particularly forced labour, labour trafficking and other hidden third-party exploitation of workers. They provide guidance, training, resources and a network for employers, labour providers, workers, and their representatives to work together to reduce exploitation. We have facilitated Stronger Together Modern Slavery training across our business. All new employees, including agency staff, have also been fully briefed on the Stronger Together principles as part of the induction process, and we have mechanisms to increase the visibility of issues.

To ensure a high level of understanding of the risks of Modern Slavery and human trafficking in our supply chains and our business, we have provided additional training to supervisors and people managers as well as specialised training to raise awareness in our agricultural supply chain.

During the year we worked with Slave Free Alliance <https://www.slavefreealliance.org/> to develop a Modern Slavery Response Framework. This is a process designed to capacity build within teams who have the most contact with workers to help support

actual and potential workers who may be victims of exploitation. It develops bespoke techniques and questioning skills and a support framework for sites to follow should they need to. We will review this through 2024 as part of the plans for Pilgrim's Europe.

We are also founding members of FNET Food Network for Ethical Trade. FNET works in a pre-competitive space on human rights issues in food supply chains. Members work collaboratively to improve human rights standards within the food supply chain. Members are from retailers and suppliers within the food industry.

We have engaged with a whistleblowing hotline which is operated by a third-party company. This confidential hotline provides employees and stakeholders with an opportunity to report unethical practices, human rights issues, and food safety standards. Anyone, internal employees or any external party can access and report an issues via our whistle-blowing line <https://www.pilgrimsuk.com/contact/>

PROGRESS IN 2023

- Working with Slave Free Alliance we developed a Modern Slavery Response framework. This has been designed to enable sites to practically support and recognise possible victims of exploitation.
- Further enhanced our understanding of our supply chain risks through the Sedex portal and RADAR Risk Assessment tool.
- We also make use of the FNET Risk Assessment Tool.
- Continued to audit third-party on-site labour providers.

DUE DILIGENCE PROCESSES

As part of our initiative to identify and mitigate risk, we have systems in place 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



Encourage and protect whistleblowers

We have robust governance process in place for our Labour Providers. This process includes SLAs, labour management controls, six monthly audits including worker interviews and Stronger Together training and implementation.

We also run a programme of unannounced worker welfare audits. During 2023 we undertook 18 worker welfare audits. This is primarily to uncover any issues and ensure our colleagues are being treated fairly, whether agency or employed staff.

During the year because of information received from one of our colleagues and following a full investigation, we discovered 20 people working on 2 of our sites via an agency that were being housed in substandard accommodation. They were also working on visas that were not legal. We supported these workers into new accommodation and facilitated their move to our Tier 2 Skilled Worker Visa scheme and we now sponsor them legally in the UK. We worked with the GLAA, Home Office and Inland Revenue as part of the investigation into the agency.



MEASURING EFFECTIVENESS

Although we believe our actions have proven effective to date, there is no room for complacency, and we remain vigilant to potential threats.

We measure the effectiveness of our ethical trading initiatives through the number of incidents reported through the confidential whistleblowing hotline, performance of third-party audits and outcomes from labour provider audits. These will continue to be monitored through 2024.

As part of our efforts to minimise impacts in the supply chain we have developed a Supplier Code of Business Ethics and Conduct. This ensures that our vendors meet or exceed our high standards when conducting business with Pilgrim's UK, including adopting our ethical standards. We look to build long term relationships with suppliers which will allow us to make clear our expectations from our partners.

Throughout 2024, we will continue to strengthen our approach to managing the risk of Modern Slavery within our business and supply chain, adapting our approach in response to any changing risks. We will act immediately to address any issues raised. Our priority will be in the following key areas:

- As part of our wider business restructure have an experienced, dedicated resource to strengthen our human rights due diligence.
- Align policies and procedures to ensure best practice is shared across the company.
- Identify gaps in understanding and roll out a programme of awareness training as required.

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



Ivan Siqueira
President