



ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

Weddel Swift Ltd

Modern slavery statement for financial year 2018/2019

Introduction

Weddel Swift Limited is committed to combatting modern slavery and human trafficking within our operations. This statement sets out our commitment to the UK Modern Slavery Act and the steps taken to eradicate these abhorrent practices.

Structure, Business and Supply Chains

Weddel Swift Limited operates from 1 site within England and Wales as importers/exporters of Meat and related products to other importers and wholesalers, catering butchers, manufacturers, ship-stores and to institutional/public sector outlets.

Our products are sourced primarily from South America, Australia and New Zealand. We are part of the Randall Parker Food Group (the Group). We have 24 employees, and the Group has over 550 employees.

Risk Assessment and Due Diligence

During the course of the coming year we will risk assess our supplier base. We anticipate that suppliers that are outside, or procure from outside the UK/EU areas may represent a higher risk. This risk assessment will determine supplier audit prioritisation.

Supply Chain Due Diligence

Our supply chain includes Abattoirs, Cutting Operations, Traders and other Wholesalers. Our customers are other importers and wholesalers, catering butchers, manufacturers, ship-stores and to institutional/public sector outlets.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

During the course of the financial year we will re-write our supplier policy so it reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

This will be sent to all suppliers who will be expected to positively affirm their commitment to the contents of the Modern Slavery Act, and ensure strict compliance with our supplier policy.

Our terms and conditions of trade will be modified and reissued to include a general “compliance with laws and policies” clause.

Where appropriate, supplier audits will be conducted.

Training and Awareness

We will be introducing an “Anti-Slavery and Human Trafficking Policy” to help combat modern slavery in our business and supply chain. To support this, we will also develop a training and awareness program to ensure that all staff are fully aware of the issues surrounding modern slavery and trafficking within our own business and our supply chain. Emphasis will be given to those responsible for the approval and audit of new and existing suppliers.

We will review and revise our employee handbook to ensure that our policies and procedures (such as our anti-bribery and corruption and whistleblowing policies), where necessary, have regard to modern slavery and human trafficking and ensure that staff know how to raise issues. Any amendments to the handbook will be circulated, with an explanation, to all staff.

Effectiveness and Performance

Over the course of the next 12 months we will continually evaluate our performance on the objectives we have set, both in terms of timing and effectiveness. We will use 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.

- Number of reports from staff or externally, regarding Modern Slavery Act.
- Monitoring supplier acceptance of new terms and conditions of trade.
- Number of supplier audits made.

Following the review of the effectiveness of the steps we have taken we will implement any further steps required to combat slavery and trafficking.

Responsible Individual

The Board of Directors has overall responsibility for Modern Slavery compliance for Weddel Swift Limited but the Board have given the Company's Trading Director responsibility for implementation of the steps set out in this statement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 27th September 2019.



Kevin Dullaghan
Trading Director
Weddel Swift Limited
November 2018