



## **AFFCO EUROPE LIMITED**

### **MODERN SLAVERY STATEMENT 2019/2020**

#### **Introduction**

This is the Modern Slavery Statement (“the Statement”) of AFFCO Europe Limited (“AFFCO”) for the financial year ended 31 March 2019. The Statement is produced in accordance with Section 54 of the Modern Slavery Act 2015 (“the Act”).

#### **Our Organisation**

AFFCO is a subsidiary of AFFCO New Zealand Limited (“AFFCO NZ”). AFFCO NZ has 11 processing sites around New Zealand and employs up to 5,000 people at seasonal peak in the processing of meat products and by-products for both domestic and international sale.

AFFCO supplies premium quality meat products and by-products to leading supermarkets, food distributors, retailers, restaurants, small goods manufacturers and prepared food distributors around the United Kingdom and Europe.

#### **Our Commitment**

Modern Slavery is a term used to include slavery, servitude and forced or compulsory labour as well as human trafficking. Modern slavery can be referred to as a situation where individuals are exploited because of coercion, threats, violence and abuse of power. Modern slavery deprives individuals of basic human rights and freedoms.

AFFCO recognises that modern slavery is a prevalent issue across the globe today and it is fully committed to ensuring that modern slavery is not present in any of its supply chain. AFFCO has developed a range of processes and systems intended to identify and eliminate or prevent any slavery and human trafficking in its business or in its supply chains.

#### **Our Policies**

AFFCO has effected the following systems and policies as part of its commitment to ensuring that modern slavery is not present in any of its supply chain:

1. All AFFCO Plants are subject to a SMETA (Sedex Members Ethical Trade Audit) on an annual basis. This audit involves a review of the plants business and environmental ethics, labour

standards and workplace health and safety compliance. All AFFCO Plants have current and up to date SMETA certification.<sup>1</sup> The outcome of SMETA is published on SEDEX (Sedex Ethical Database Exchange). This allows our customers and other members within our supply chains to look at AFFCO's uploaded SMETA reports. If AFFCO is proposing to deal with customers or suppliers that it considers as posing risk, then AFFCO would request that such organisations provide a SMETA report (if they are SEDEX members) or it would require an independent ethical audit from a suitable certification programme.

2. AFFCO's supplier farms in New Zealand are subject to regular audits and compliance reviews, including the AFFCO Select Farm Assurance Programme audit. This audit covers, among other things, a supplier's compliance to relevant law, health and safety requirements and ethical business practices.
3. AFFCO's suppliers, customers, contractors, agents, employees and entities within its supply chain are required to comply with all New Zealand legislative requirements at all times. These include, among other things, the provisions of the Crimes Act 1961 (NZ) prohibiting slave dealing, smuggling and trafficking of people, abduction and kidnapping. AFFCO would immediately terminate any commercial relationship with an entity or individual that had breached any lawful requirement that undermined their overall observance to modern slavery.
4. AFFCO employees and agents (in particular those in our sales, logistics and finance departments) conduct due diligence on potential customers and organisations in its supply chains. Potential commercial relationships are filtered through appropriate channels within AFFCO. AFFCO is committed to dealing with reputable and credible organisations and individuals, including those that they have conducted business with previously (and therefore they are assured of their ethical practices and commitment to compliance). AFFCO assesses the risk of new commercial relationships based around numerous factors which may include the businesses' geographical location, trading history, SEDEX membership (or equivalent), the businesses' trading references, insurance coverage and their overall legitimacy.
5. AFFCO Plants are based in New Zealand and accordingly, its treatment of employees is conducted in accordance with New Zealand legislation and regulation in respect of human-trafficking, slavery, labour standards and entitlements to work:
  - (a) All prospective workers who are not Australian or New Zealand Citizens or Permanent Residents are required to show their entitlement to work (a valid work visa entitling them to work at that AFFCO Plant) when applying for employment at AFFCO. AFFCO diligently reviews this information before formally offering employment to a prospective employee; and
  - (b) All prospective workers are offered terms of employment voluntarily and in accordance with the bargaining obligations under the Employment Relations Act 2000. Prospective employees are given a copy of the proposed terms of employment, the opportunity to obtain independent advice (including legal advice) about those terms and they have the right to raise any issues or concerns about the terms of employment with AFFCO at any time prior

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<sup>1</sup> As at the publication date of this statement.

to signing any agreement. AFFCO will not allow a prospective worker to undertake any work at the plant whatsoever until the prospective employee has voluntarily agreed to the terms of employment and has personally signed a document outlining those terms of employment. AFFCO does not and will not accept as valid or binding on the prospective employee any terms of employment which have been signed by someone other than the prospective employee (signatures on behalf of or as an agent for the prospective employee are not accepted by AFFCO); and

- (c) Equally, AFFCO recognises the rights of its employees to freely resign and terminate their employment with AFFCO at any time and in accordance with the terms of their employment. AFFCO does not seek to decline or not accept an employee's termination of employment (unless there are valid concerns that the employee does not truly intend to resign, in which case it will double check with the employee what he or she intends to do); and
- (d) AFFCO ensures that no premium or charge is payable by any employee in order to gain employment at AFFCO. AFFCO does not accept any payments by any third party in connection with the offering of employment. This is consistent with the Wages Protection Act 1983; and
- (e) AFFCO only engages labour recruitment agencies which are both reputable and credible. AFFCO takes steps to ensure that in recruiting such labour, whether from New Zealand or overseas, the agency has complied and will comply with all lawful requirements (including those provisions in the Crimes Act 1961 around slavery and human trafficking as well as employment and immigration legislation).

## **Performance**

AFFCO continue to monitor the risk of slavery and human trafficking in our supply chain and business, and as such we are not aware and have no known instances of slavery and human trafficking taking place in its business or in any of its supply chains.

## **Review and Amendment**

AFFCO is consistently reviewing its systems and policies to best achieve its continued commitment to ensuring that modern slavery is not present in its business or in any of its supply chains.

AFFCO will re-publish this statement in the event that these systems and policies are amended or developed further.

## **Approval**

This statement has been formally approved by the Board of Directors of AFFCO New Zealand Limited. It has been signed by the General Manager of AFFCO New Zealand Limited

  
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Dated this 31<sup>st</sup> day of March 2019