



# Wensleydale Creamery

## Modern Slavery Statement

### **Policy Statement**

Slavery and human trafficking is a far reaching and important issue. Wensleydale Dairy Products commits to developing and adopting a proactive approach to tackling all hidden labour exploitation.

It covers the exploitation of job applicants or workers by third party individuals or gangs other than the employer or labour provider, including rogue individuals working within these businesses but without the knowledge of management. It also includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators with victims, if they perceive of themselves as such, reluctant to come forwards.

Following the implementation of the Modern Slavery Act 2015, we are even more committed to ensuring our systems and controls safeguard against any form of modern slavery taking place within the business or our supply chain and we have outlined our approach to tackling this important issue below.

### **Coverage**

This applies to both the Hawes and Kirkby Malzeard sites.

### **Responsibility**

It is the responsibility of David Hartley, Managing Director, together with the Senior Leadership Team, to ensure that this policy is upheld within the company.

### **Policy Commitments**

Wensleydale Dairy Products shall;

- 1) Designate appropriate Managers- Technical and HR to attend the Stronger Together, 'Tackling Hidden Labour Exploitation' training and to have responsibility for developing and operating company procedures relevant to this issue.
- 2) Staff will be briefed and trained against the SEDEX principles.
- 3) Accept that job finding fees are a business cost, and will not allow these to be paid by job applicants. The Company will not use any individual or organisation to source and supply workers without confirming that workers are being charged a work finding fee.



- 4) Ensure that all staff responsible for directly recruiting workers are aware of issues around third-party labour exploitation and signs to look out for and that they have signed appropriate compliance principles.
- 5) Ensure that labour sourcing, recruitment and worker placement process are under the control of trusted and competent staff members.
- 6) Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmaster Licensing Authority and police.
- 7) Provide information on 'Tackling Hidden Labour Exploitation' to our workforce through posters, leaflets, induction and training.
- 8) Encourage workers to report cases of hidden third-party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
- 9) Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities. They can do this by speaking to the Technical or HR Manager in confidence OR can contact the Gangmasters Licencing Authority on 0800 432 0804 (Mon- Fri) or on 0115 959 7049 and leave a message out of hours.
- 10) Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above.

We expect the same high standards from all of our contractors and suppliers, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards. We ensure all suppliers are issued with our ethical trade policy and questionnaire and spot audit where necessary.

- 11) Remain members of SEDEX and monitor suppliers and contractors through the SEDEX shared information system and independent external audits.

Signed: ..... Date: ...07.01.2018.....

David Hartley  
MD