



Aviagen Statement on Modern Slavery & Human Trafficking 2019/20

Background

Section 54 of the Modern Slavery Act 2015 requires UK companies to issue an annual statement setting out the steps that the organisation has taken to prevent slavery and human trafficking in its business or its supply chains.

Scope

This statement applies to Aviagen Ltd, Aviagen UK Ltd and Aviagen Turkeys Ltd for the year from July 2019 until June 2020. All references to "Aviagen" or "the Company" below apply to all three Aviagen businesses in the UK.

Statement of Commitment

Aviagen is committed to preventing slavery and human trafficking in all of its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Policies & Procedures

Aviagen has in place a series of policies to ensure that all employees are treated fairly and in compliance with UK employment law; health and safety law; and tax law. Specifically, these policies and procedures include

- checking of individuals' documents to ensure that they are eligible to work within the UK
- payment of wage rates at or above the legal minima required by the National Minimum Wage; the National Living Wage; and the Scottish Agricultural Wages Board as appropriate
- training to enable all workers to work safely and effectively
- an equal opportunities policy, supported by training for line managers
- a whistleblowing policy which provides for a confidential helpline to enable individuals to report breaches of statutory requirements or other problematic issues

Policies are published to all employees on the company's internal website. The Aviagen HR team supports line managers in communicating, implementing and monitoring the effectiveness of these policies and procedures.

Aviagen uses reputable recruitment and labour agencies for the provision of temporary staff and casual labour and these organisations are required to comply with all relevant laws and procedures to prevent slavery and human trafficking. Agencies which are providers of casual labour will be members of the Gangmasters and Labour Abuse Authority (GLAA).

The British Poultry Council (BPC) has published the Poultry Supply Chain Ethical Compliance Code of Practice and Aviagen, as a member of the BPC, is committed to operating to the standards outlined in this Code of Practice.

Records & Monitoring

Aviagen maintains detailed records of employees, working hours, pay, absence due to illness and injury, accident reports and training and reports of this data are regularly produced by the HR team and reviewed by line managers. The Company is also subject to periodic audits of its pay and taxation arrangements by the Scottish Agricultural Wages Board and HMRC.

This statement has been approved by the Directors of Aviagen Ltd, Aviagen UK Ltd and Aviagen Turkeys Ltd, who will review and update it annually.

Aviagen Ltd

Aviagen UK Ltd

Aviagen Turkeys Ltd

Signature:



Name:

Magnus Swalander

Alan Thomson

Clay Burrows

Date:

01.07.19

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