



Modern Slavery Policy

Introduction

The Company accepts that slavery and human trafficking are a serious concern in modern society and the Company has a collective responsibility to be alert to the risks, however small, through our supply chain. Staff are expected to report concerns and management are expected to act upon them.

The Company is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains and partners.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives, to ensure that slavery and human trafficking is not taking place within the organisation.

Our Business

Johal Dairies Ltd is a leading independent dairy sourcing and supplying a wide range of branded food including milk, bread, yoghurt, fruit juices, cheeses and eggs to a diverse consumer base, including, food manufacturers, foodservice customers, retail and residential customers. As a company, Johal Dairies employs over 100 employees across the Midlands region.

Written Policies and Procedures

The Company complies with legislation, including fundamental rights at work - in particular, freedom of association and elimination of discrimination throughout an individuals' employment. At present, the Company operates and communicates several policies to ensure fair treatment of employees, which includes policies related to grievance management and reporting, equal opportunities and harassment in the workplace.

Human Rights

The Company seeks to ensure that all employees are treated in a fair and transparent manner.

Violations

The Company will endeavour to update its policies and procedures as required to ensure it maintains appropriate safeguards against any mistreatment of persons involved in its business.

Recruitment and Employment of Workers

All prospective employees who wish to join the Company must do so by way of undergoing a formal selection process and must present valid documentation that entitles them to work in the UK, without restriction.

Payslips are issued to employees and the Company aims to pay all its' employee by BACS into their own bank account or that of their husband/wife/partner only. The Company is compliant with national minimum / living wage regulations and employees are entitled to paid overtime, where they accept to work overtime hours.

Johal Dairies do not use temporary workers, however if temporary workers were used, then they would be supplied through an employment agency and we would expect and require that the agency has undertaken the appropriate checks. We would operate a preferred supplier list for these agencies and those listed would be expected to undertake the appropriate background checks on prospective employees and would be required to be Gangmaster accredited.

If Johal Dairies identified that an employment agency is not adhering to their standards, then the agency would be removed from the preferred supplier list and would not be engaged in any further recruitment activity on any basis.

Staff members have the option to avoid working above 48 hrs per week, as per the Working Time Directive and there are procedures in place to address any related staff requests.

Confidential Reporting

We have a confidential reporting policy in place which applies to all employees, casual workers, agency staff, contractors, subcontractors, agents, sponsors, suppliers or any other person associated with Johal Dairies. Any employee who has concerns about any aspect of the business is able to disclose their concerns in accordance with the confidential reporting policy.

Due Diligence Processes

As part of our ongoing strategy 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.
- Protect whistle blowers.

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 current financial year.

Signed:



Date: 11.03.2024

Gurnek Johal
Sales Director