

Modern Slavery and Ethical Trading Policy



BHJ UK Ltd. is a Meat, Fish and By-Product Manufacturer and Trader for both Pet Food and Human Consumption Industries, and we are a part of the BHJ A/S Group, Denmark.

Working within the UK and EU Fish and Meat Industries means that BHJ UK's supply chains are relatively short and the likelihood of Modern Slavery existing within them is very low. However, we recognise that Modern Slavery still exists within the UK and the EU, so this policy details our efforts to prevent Modern Slavery and encourage Ethical Trading within our supply chains.

Operating within the UK and EU means that BHJ UK purchase from Tier 1 or Tier 2 countries as categorised by the US Department of State's Trafficking in Persons (TIP) 2024 Report.

Link: <https://www.state.gov/bureaus-offices/under-secretary-for-civilian-security-democracy-and-human-rights/office-to-monitor-and-combat-trafficking-in-persons/>

Our Suppliers are based within the UK or EU and there have been no reported instances of Modern Slavery within our direct supply chain.

Product and raw materials are purchased from countries that are either Tier 1 where "countries whose governments fully comply with the Trafficking Victims Protection Act (TVPA) minimum standards" or Tier 2, where "countries whose governments do not fully meet the TVPA's minimum standards but are making significant efforts to bring themselves into compliance with those standards".

BHJ UK Ltd. has a 'Zero Tolerance' stance when it comes to slavery, in all its forms, including human trafficking. BHJ UK is committed to only conducting business with person(s) or company(s) who do not support slavery or human trafficking.

BHJ UK urges anyone who is aware of Modern Slavery within their supply chain to call the Modern Slavery helpline on 0800 0121 700.

BHJ UK Ltd. is committed to only trade with person(s) or company(s) who:

- Has a 'Zero Tolerance' stance to slavery, in all its forms, and human trafficking throughout their supply chains.
- Ensures that their employees are treated fairly and of a legal working age.
- Ensures that their employees are not subject to dangerous working conditions, exploitation, harsh or inhumane treatment, forced labour, excessive working hours or pay which does not meet national minimum wage requirements.

BHJ UK Ltd. carries out the below measures to ensure that this Policy is complied with:

- Make our supply chain aware of BHJ UK's 'Zero Tolerance' stance to Modern Slavery.
- Make this Policy available to view through our BHJ's company website, placing a link to it in a prominent place.
- Review the Policy on an annual basis to see if any further actions can be carried out by BHJ UK.
- Where possible, work with Suppliers who we have visited and have had a long-standing trading history with.

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- Working towards mapping our full supply chain to see if there is any risk of Modern Slavery being present.
- Working towards training all our staff in recognising Modern Slavery.

BHJ UK Ltd. in its own workplace, follows the Ethical Trade Initiative (ETI) Base Code (*based on the International Labour Organisation (ILO) standards*) which states that:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practised
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

If any of the above is experienced by a member of BHJ UK, then this should be reported straight away so it can be addressed immediately.



Jon Constable
Managing Director
BHJ UK Ltd.

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