

BHJ UK Food Ltd. is a Meat, Fish and By-Products Trader, Importing and Exporting within the EU working in the Food Sector. BHJ UK Food Ltd. is part of the wider BHJ A/S Group based in Denmark.

Our supply chains are relatively short within the industries we work in and the likelihood of Modern Slavery existing within them is very low. However, BHJ UK Food Ltd. recognises that Modern Slavery still exists within the United Kingdom and the EU, so this policy details our efforts to prevent Slavery and encourage Ethical Trading within our supply chains.

Operating within the United Kingdom and European Union means that BHJ UK Food Ltd. purchase from businesses in countries that are either Tier 1 or Tier 2 as categorised by the Trafficking in Persons (TIP) 2023 Report.

Tier 1 includes “countries whose governments fully comply with the Trafficking Victims Protection Act (TVPA) minimum standards” and Tier 2 includes “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 Food Ltd. has a “Zero Tolerance” stance when it comes to slavery, in all its forms, and human trafficking. BHJ UK Food Ltd. is committed to only conducting business with person(s) or company(s) who do not support slavery or human trafficking.

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

The below points detail BHJ UK Food Ltd.’s efforts to prevent Modern Slavery and encourage Ethical Trading within our supply chains.

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

- Make our supply chain aware of BHJ UK Food Ltd.’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 Food Ltd.
- Where possible, work with Suppliers who we have visited and have had a long-standing trading history with.
- 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.
- Review Supply Chain Management Systems to map our Supply Chain (where possible)

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# BHJ Modern Slavery & Ethical Trading Policy

BHJ UK Food 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 Food Ltd., then this is to be reported straight away so it can be addressed immediately.



Jon Constable  
Managing Director  
BHJ UK Food Ltd.

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