

# BHJ Modern Slavery & Ethical Trading Policy



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.

Operating within the European Union means that most of BHJ's Suppliers reside in Tier 1 or Tier 2 countries as categorised by the Trafficking in Persons (TIP) Report, June 2020.

At BHJ UK Food Ltd. we recognise that Modern Slavery still exists within the United Kingdom and the EU. BHJ UK Food Ltd.'s supply chains are relatively short within the Meat, Fish and By-Product Industry and the likelihood of Modern Slavery existing within them is very low.

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 in order to ensure that this Policy is complied with:

- Make our supply chain aware of BHJ UK Food'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;
- 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 possible Supply Chain Management Systems to map our Supply Chain (where possible)

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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.

A handwritten signature in black ink, appearing to read 'Jon Constable', written over a light blue horizontal line.

Jon Constable  
Managing Director  
BHJ UK Food Ltd.  
August 2020

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