DANISH CROWN UK MODERN SLAVERY STATEMENT

Danish Crown recognises that modern slavery and human trafficking could be a potential risk to our business. We are committed to taking this issue seriously by implementing internal procedures to combat risk and by working with organisations who share our goal to reduce and eliminate this threat in the UK.

Danish Crown personnel

We have strict policies and procedures in place to ensure our workforce is consistently monitored for the signs of human trafficking and labour exploitation. This allows us to investigate and identify exploitation at the earliest possible stage.

We ensure that our workers have control of their own documentation and that their job expectations are managed effectively. Throughout our hiring process, all application forms are checked and verified as being the applicant’s own information and that the individual has freely chosen to apply for employment.

Worker education begins at the induction stage, with each new employee being shown a training video to explain the potential risks of Modern Slavery. It explains why it is illegal in the UK and what the worker should do if they suspect it is happening to a colleague or they are a victim themselves. Additional literature is available to all workers which includes contact details for the relevant authorities who can assist. Information regarding the risk of modern slavery is also clearly displayed on walls, doors and boards at key points around the site.

We ensure that no employee is required to make a financial guarantee to secure employment and no employee pays any recruitment fees. We ensure no employee is required to make a monetary deposit as a condition of employment. No employee is required to surrender original identification documents. All employees receive payment which meets or exceeds the applicable legal standards. Importantly, all employees are able to voluntarily end their employment without excessive notice periods or substantial fines for termination.

During their employment, regular checks are conducted on workers’ welfare in the form of surveys, worker interviews and site audits.

Where we use additional recruitment agencies, whether they are based in the UK or overseas, we ensure that these are licensed by the Gangmasters Licensing Authority and remain complaint against the GLA’s standards. This includes regular audits of the agencies, conducted by ourselves and by independent authorities.

We are entirely committed to Compliance and Ethical Standards and strive to operate best practices at all times.

Danish Crown supply chain

All Danish Crown employees who are responsible for working with external suppliers have been given training and the tools to identify the indicators of human trafficking and forced labour to ensure the right checks are in place to minimize the risk within our supply chain. These tools include a training video and modern slavery educational literature.

The reporting channels through our Human Resources department are very clear for any points of concern. By April 2017 we aim to have completed a full audit of our suppliers to ensure they are carrying out procedures to mitigate the risk of modern slavery, human trafficking and labour exploitation in their workplace.

This audit will ensure that all suppliers provide employees with good working conditions, fair treatment and reasonable rates of pay. The audit will also confirm that our suppliers respect workers’ human rights and comply fully with applicable laws.

Board/Member approval

This statement has been approved by the organisation’s board of directors, who will review and update it annually.

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