

Grove Turkeys Ltd. Modern Slavery Policy

Purpose

This policy is made pursuant to the “*Criminal Law (Human Trafficking) Amendment Act 2013*” and in consideration of the “*Modern Slavery Act 2015 (UK)*”, setting out the steps that Grove Turkeys Ltd. has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Grove Turkeys Ltd. has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business, our subcontractors, or our supply chain.

Our Business

Grove Turkeys Ltd (Trading as Grove Farm) is the one of the largest producers and suppliers of turkey and poultry added value products to the retail and foodservice markets in Ireland and the United Kingdom. Our business has an established tradition over many years with lead customers in these markets for consistent delivery of efficiency, quality and customer service. Vertical integration allows for optimum efficiency, quality and food safety together with full traceability from farm to fork.

Our High-risk areas

Grove Turkeys Ltd. have completed an assessment to identify any possible high-risk areas and ask all suppliers / subcontractors to complete an initial questionnaire and if appropriate they are included on our approved suppliers / subcontractors list. This risk assessment will be regularly reviewed and updated.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

Our suppliers

Grove Turkeys Ltd. operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier, to ensure that suppliers have not been convicted of offenses relating to modern slavery. This includes on site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm:

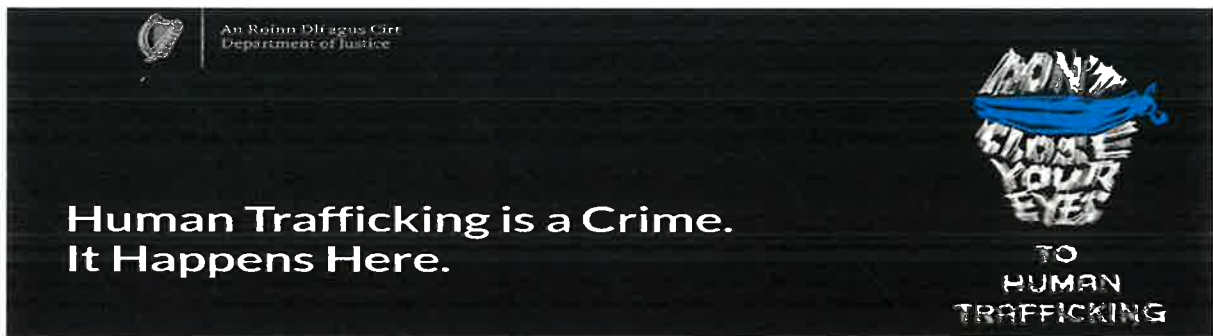
- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery

- They pay their employees any prevailing minimum wage applicable within their country of operations
- We reserve the right to terminate a contract at any time should any instances of modern slavery be identified

Signed: 

Date: 31/03/2023

Micheál Munnely
Managing Director



An Roinn Dlí agus Cirt
Department of Justice

**Human Trafficking is a Crime.
It Happens Here.**

**TO
HUMAN
TRAFFICKING**



Support Services for Victims
Home / Support Services for Victims

Have you seen suspicious activity that may amount to human trafficking? If so, please report your concerns to:

1800 666 111 or 999/112 or blueblindfold@garda.ie