

## Slavery and Human Trafficking Statement 2017

Modern slavery is a crime and a violation of fundamental human rights. It can take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

North Cork Co-Operative Creameries Ltd is opposed to slavery and human trafficking in any part of our activities or our supply chains. We are therefore committed to ensuring that we have adequate policies and procedures in place to identify and prevent these practices.

As a Co-Operative, we employ approximately 75 people and are committed to upholding the rights of workers. Modern slavery and human trafficking are unacceptable practices that exploit some of the most vulnerable people around the world. North Cork Co-Operative Creameries Ltd supports all efforts to eradicate these and other human rights abuses from international business and supply chains. At our business at North Cork Creameries Ltd, we are a dairy processor and supplier in selected EU markets. We work closely 130 milk suppliers in south of Ireland, ensuring the efficient production of high quality milk as a source of premium quality and sustainably produced dairy products. As outlined in our Policies at North Cork Co-Operative Creameries we adopt a zero-tolerance approach towards the use of forced, bonded or involuntary labour in our own operations or in any activities connected with North Cork Co-Operative Creameries Ltd.

In North Cork Co-Operative Creameries Ltd, as outlined in our Mission and Values "*we will enhance our reputation for outstanding quality and service and we will develop a highly trained, motivated and engaged workforce*". We continually ensure fair and professional treatment of all our employees, customers and stakeholders alike. We ensure, through a robust recruitment and Induction programme, that all employees are treated with respect and dignity at work (as per our Dignity at Work Policy) and we recognise the employees' Trade Union SIPTU.

At the core of our operations we ensure the following ethical standards are met:

### **1. Employment is freely chosen**

1.1. No one shall be held in slavery or servitude. There is no use of forced or compulsory labour. (as outlined in the Modern Slavery Act 2015).

1.2. There is no human trafficking for the purposes of exploitation, which includes securing services by force, threat or deception, or securing services from children and vulnerable persons (as outlined in the Modern Slavery Act 2015).

1.3. Workers are free to leave their employer after reasonable notice.

**2. Freedom of association and the right to collective bargaining are respected to the extent permitted by local law.**

Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates and does not hinder the development of parallel means for independent and free association and bargaining.

### **3. Working conditions are safe and hygienic**

3.1. A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

3.2. Workers shall receive appropriate health and safety training, and such training shall be repeated for new or reassigned workers.

3.3. Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.

3.4. The company observing the policy shall assign responsibility for health and safety to a senior management representative.

### **4. Child labour shall not be used**

4.1. There shall be no use of child labour which shall be exploitative or shall jeopardise the health, safety, educational development or morals of any child.

4.2. Persons under 18 shall not be employed to work at night or in hazardous conditions.

4.3. Policies and procedures shall conform to the provisions of the relevant industry standards.

### **5. Living wages are paid**

5.1. Wages and benefits paid for a standard working week meet national legal standards.

5.2. All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

5.3. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission for the worker concerned. All disciplinary measures should be recorded.

### **6. Working hours are not excessive**

Working hours comply with the national "Organisation of Working Time Act " 1997.

### **7. No discrimination is practised**

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on age, religion, marital status, family status, sexual orientation, race, member of the traveller community or disability.

We operate an Equal Opportunities Policy and a Dignity at Work policy, which are evidence of North Cork Co-Operative Creameries Ltd.'s commitment to fair employment practices and equality of opportunity for all current and potential employees, by promoting a work environment free from discrimination, intimidation or harassment.

### **8. No harsh or inhumane treatment is allowed**

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. (as per our Dignity at Work Policy)

#### **9. No bribery or inducement is permitted**

No bribery, inducement or reward offered, promised or provided in order to gain any commercial, regulatory or personal advantage are permissible.

#### **10. Follow good environmental practice**

To meet all relevant national and international environmental laws and regulations and to continuously improve environmental performance.

Monitoring and Compliance within our Co-Operative is important to us. We have the relevant structures in place across our operation to appropriately manage labour issues. We use internal assessments and independent social and ethical compliance audits of our facilities to ensure that forced or involuntary labour does not exist. Our policies are communicated and available to all employees and we have an independent Whistleblowing/Protected disclosures mechanism to allow for the anonymous reporting of concerns. Our Supplier Code of Conduct will be communicated to all of our direct suppliers in 2017.

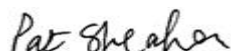
As a member of SEDEX (Supplier Ethical Data Exchange) we use regional and sector level profiles available within this platform to determine inherent levels of risk and engage further with those suppliers where there is a greater likelihood of noncompliance.

In addition, North Cork Co-Operative Creameries Supplier Code of Conduct informs our supplier community of the ethical standards which our Co-Operative demands from those who seek to do business with us and embeds the requirements of many of our policies within the business relationship.

#### Communication and Training

We make our policies available in our Handbook to employees and communicate regularly about any relevant changes or updates that take place. We will be sending our Supplier Code of Conduct to all suppliers and contractors in this fiscal year 2017.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.



Pat Sheahan

CEO