

J G PEARS HOLDINGS (JERSEY) LTD

MODERN SLAVERY ACT 2015: ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT 2021

INTRODUCTION FROM THE MANAGING DIRECTOR

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out the steps taken by JG Pears Holdings (Jersey) Ltd and its subsidiaries; together known as the "Group" to prevent modern slavery and human trafficking in its business and supply chain.

Since the Group's last published Anti-Slavery Statement, we have continued to increase our awareness of modern slavery by continuing our staff education programme and enhancing the education on our operational sites.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, 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. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to seek to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Our company policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

ORGANISATION'S STRUCTURE

The Group is one of the UK's leading processors of animal by-products and food waste. Pioneering environmentally aware practices since we started out in 1972, we play a vital role in the agricultural and food industries. Collecting from across the UK, we take material that would otherwise require incineration or go into landfill and turn it into sustainable high-quality products.

Our processing plants are modern, hygienic, and use cutting-edge techniques to ensure that all material is processed via a bio-secure environment into finished products that are fully utilised around the world.

Across the Group, we operate under a net zero carbon footprint.

OUR BUSINESS

JG Pears comprises the following business activities:

- Animal By Product processing:
Solving the problem of how to dispose of animal by-products and food waste, we collect material from

Updated May 2022

around the UK and process it into premium products. We provide a bio secure nationwide collection service for farmers, abattoirs, meat processing plants and the catering industry. Using our own fleet of specially designed vehicles, we collect all three categories of material: the parts of meat-industry animals that are no use for the human food chain, dead and fallen stock, and foodstuffs from shops and catering establishments.

With the material we collect, we manufacture premium grade animal fats, animal meal products and biofuels. We also turn the by-products of our own processes into further products, including fertiliser. We are in control of the complete process, with all by-product processing taking place at our own plants. We believe in finding a new use for everything that comes through our doors. Our companies are:

JG Pears (Newark) Limited	Co. Number: 08575340
P Waddington & Co (1947) Limited	Co. Number: 11852556
F M Caine & Sons Limited,	Co. Number: 11183882
John Warren (Animal By-Products) Limited	Co. Number: 12001075

- **Combined Heat and Power Plant:**
The CHP plant generates renewable energy by providing steam and electricity to our existing businesses as well as exporting its excess electrical power to the National Grid and extracting ash used to produce fertilizer.

This biomass-fired CHP plant uses meat and bone meal (MBM) to replace over 90% of the fossil fuels used in the current business processes. MBM is a sustainable alternative with a calorific value of the same magnitude as coal, meaning that more than 150,000 tonnes of carbon dioxide will be saved per year. MBM can also be sourced more locally than the fuels currently used, which in turn reduces carbon emissions from transport and transport kilometres.

CHP operates under the name:

JG Pears Power (O&M) Limited	Co. Number: 09998627
------------------------------	----------------------

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to seeking to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitments to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We are undertaking due diligence checks of all suppliers in the form of ethical/compliance questionnaires and audits. Going forward, we will have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

SUPPLIER ADHERENCE TO OUR VALUES

Updated May 2022

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and our contractors comply with our values, ethics and Policy, we have in place a supply chain compliance programme.

All suppliers (new and existing) must confirm conformance to our Code of Conduct and policy or, alternatively, confirm that they have policies of their own with which they comply.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have provided awareness training to all our staff.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- We understand that Modern Slavery risk is not static, and we will continue to seek to mitigate the risks in the years ahead.
- We will assess the effectiveness of the measures being taken by monitoring amongst other things: staff training, supply chain audit and verification and investigations into reports of Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes JG Pears Holdings (Jersey) Ltd anti- slavery and human trafficking statement.

A handwritten signature in black ink, appearing to read 'G. Pears'.

Graham Pears
Managing Director
JG Pears Holdings (Jersey) Ltd