**Retail Shop: 29 High Street, Narberth, Pembrokeshire. Tel: 01834 861892**
**Catering: Units 3-6, West Wales Business Park, Narberth, Pembrokeshire. Tel: 01834 860470**

# Modern Slavery Statement

## Modern Slavery Act 2015

### Structure, Business and Supply Chain

**A.J. Rees & Sons Ltd** is an award-winning local butcher and wholesaler based in Narberth, Pembrokeshire.

The company supplies high-quality, locally sourced, and fully traceable meat products and catering supplies from its Warehouse in Narberth to over 300 businesses, including restaurants, hotels, theme parks, public houses, nursing homes, guest houses, and schools throughout Pembrokeshire, Ceredigion, and West Carmarthenshire. In doing so, we support local farmers and contribute to the local economy and tourism industry.

Our retail shop is popular with both local residents and visitors. In addition to supplying quality local meats, we offer a wide range of our own recipe sausages, burgers, cooked meats, and a selection of home-cooked pies and pasties, all of which are highly regarded by our customers.

A.J. Rees & Sons Ltd recognises its social responsibilities and believes that transparency is essential in demonstrating our commitment to ethical business practices. In accordance with Section 54 of the Modern Slavery Act 2015, we publish this annual Modern Slavery Statement outlining the steps we take to prevent modern slavery and human trafficking within our business and supply chains.

We are fully committed to ethical trading practices and regard slavery, servitude, forced labour, worker exploitation, and human trafficking as wholly unacceptable. We are dedicated to ensuring that these practices do not occur within our operations or supply chains.

The company employs 27 members of staff and continues to develop and strengthen its policies and procedures to identify and mitigate the risks associated with modern slavery.

# 1. Our Supply Chains

The majority of our suppliers are based within the United Kingdom and operate under UK employment, health and safety, equality, and human rights legislation.

Where products or services are sourced from suppliers outside the United Kingdom, we expect them to comply with all relevant local employment laws and internationally recognised human rights standards. We work closely with our EU suppliers who share our commitment to ethical trading and responsible business practices.

# 2. Modern Slavery and Human Trafficking Policy

To minimise the risk of modern slavery and human trafficking, A.J. Rees & Sons Ltd is committed to:

- Reviewing the effectiveness of our supply chain controls and procurement processes.
- Strengthening supplier engagement and communication regarding ethical working practices.
- Monitoring supplier compliance through regular reviews and assessments.
- Providing clear channels for employees and workers to raise concerns confidentially.
- Improving awareness and understanding of modern slavery through staff training and guidance.

# 3. Due Diligence Procedures

We recognise that the greatest potential risk of modern slavery exists within extended supply chains.

All new suppliers are subject to an approval process which considers product safety, legal compliance, and ethical business practices. Where concerns are identified through supplier assessments or audits, appropriate investigations and corrective actions will be undertaken.

We expect our suppliers to operate in compliance with applicable labour laws and to demonstrate a commitment to preventing modern slavery and worker exploitation.

# 4. Identifying, Assessing and Managing Risk

We seek to identify and address any risk of modern slavery within our business and supply chains by:

- Promoting awareness among employees and encouraging them to report concerns.
- Maintaining a clear grievance process through which employees can raise issues confidentially and without fear of retaliation.
- Conducting periodic reviews of supplier practices and performance.
- Reviewing supplier information and declarations on an annual basis.
- Investigating any allegations or concerns regarding labour exploitation promptly and appropriately.

# 5. Key Performance Indicators

To assess the effectiveness of our measures to prevent modern slavery and human trafficking, we monitor:

- Completion of staff training relating to modern slavery awareness.
- Number of concerns or incidents reported relating to modern slavery or labour exploitation.
- Supplier compliance with our ethical trading expectations.
- Completion of supplier reviews and risk assessments.

# 6. Training Available to Staff

A key element of our approach is to promote a culture of awareness and responsibility throughout the business.

We will:

- Provide modern slavery awareness training to relevant employees and managers.
- Ensure staff understand the indicators of modern slavery and human trafficking.
- Make employees aware of their rights and responsibilities.
- Encourage employees to report any concerns regarding unethical or unlawful practices.
- Periodically review training requirements to ensure knowledge remains current and effective.

## Approval

This statement has been approved by the Directors of A.J. Rees & Sons Ltd and will be reviewed annually to ensure its continued effectiveness and compliance with the Modern Slavery Act 2015.

**Signed:** 

**Name:** Tom Rees

**Position:** Managing Director

**Date:** 05/11/2026