

Beyond Tier 1

Delivering Transparency in High-Risk Supply Chains

Pork

As a responsible retailer, Co-op takes very seriously the labour conditions of any workers involved in the production of Co-op brand products. Our Co-op Future of Food strategy for a sustainable future sets out a range of human rights goals and commitments, along with detailed targets for achieving these long-term goals.

One of our commitments is focused on supply chain transparency. In 2019, we identified eight priority areas of activity, covering 17 sourcing countries and 75% of all workers in the scope of the Ethical Trade Programme. Consequently, we published a list of our Tier 1 supply chain, including disaggregated worker data. For further information please click [here](#).

This publication builds on our commitments to transparency and human rights by publishing the details of suppliers at all tier levels for four high-risk supply chains (i.e. supply chains that we consider high risk to workers): top and stone fruit, warm water prawns and pork.

We have worked closely with suppliers to collect as much data as possible and will continue to collaborate to gain greater understanding of the challenges that workers in our supply chains face and to inform our approach to ethical trading.

All information has been shared by our Tier 1 suppliers on behalf of their supply base. In some cases, information has been withheld or anonymised to protect privacy. If you have a query on a specific supplier or site, please email us at ethicaltrade@coop.co.uk.



It's what we do

Pork

Historically, meat in the UK was provided by high street butchers. As customers began to shop more in grocery stores and supermarkets, the meat sector grew and changed to accommodate that shift in demand. Farms, abattoirs and packing sites became larger and more intensive.

Meat production and processing is labour-intensive and difficult to automate, requiring manual labour from farm workers and a high level of flexibility, dexterity and judgement from skilled butchers. A shortage of both such workers in the UK has created a reliance on migrant labour, generating human rights risks.

Human rights risks and challenges in the supply chain

According to the Gangmasters & Labour Abuse Authority (GLAA), agriculture is among the worst sectors for modern slavery in the UK.

Due to Brexit, Covid-19 and geo-political uncertainty, it is becoming increasingly difficult for companies in the pork sector to find enough workers to fulfil orders. This shortfall of workers has led many companies to use third-party labour providers to supply workers on a temporary basis.

Workers are then at risk of using unethical labour providers who cut corners on proper recruitment processes, leading to an increased risk of modern slavery.

We know these issues exist but, due to language barriers or fear of reprisal, workers are unlikely to voice any concerns about working conditions. Human traffickers are also becoming more intelligent in how they operate, knowing that, should workers turn up at work malnourished or unkempt, they are likely to be investigated. Now more than ever it is important to raise awareness of the issues and to provide support to growers during the recruitment process in order to ensure workers' rights.

How is Co-op taking action?

We are engaged in a wide range of collaborative projects in order to protect workers in our pork supply chain, as well as our protein supply chains as a whole. For more information about our human rights activity in the UK, please refer to our web page [here](#).

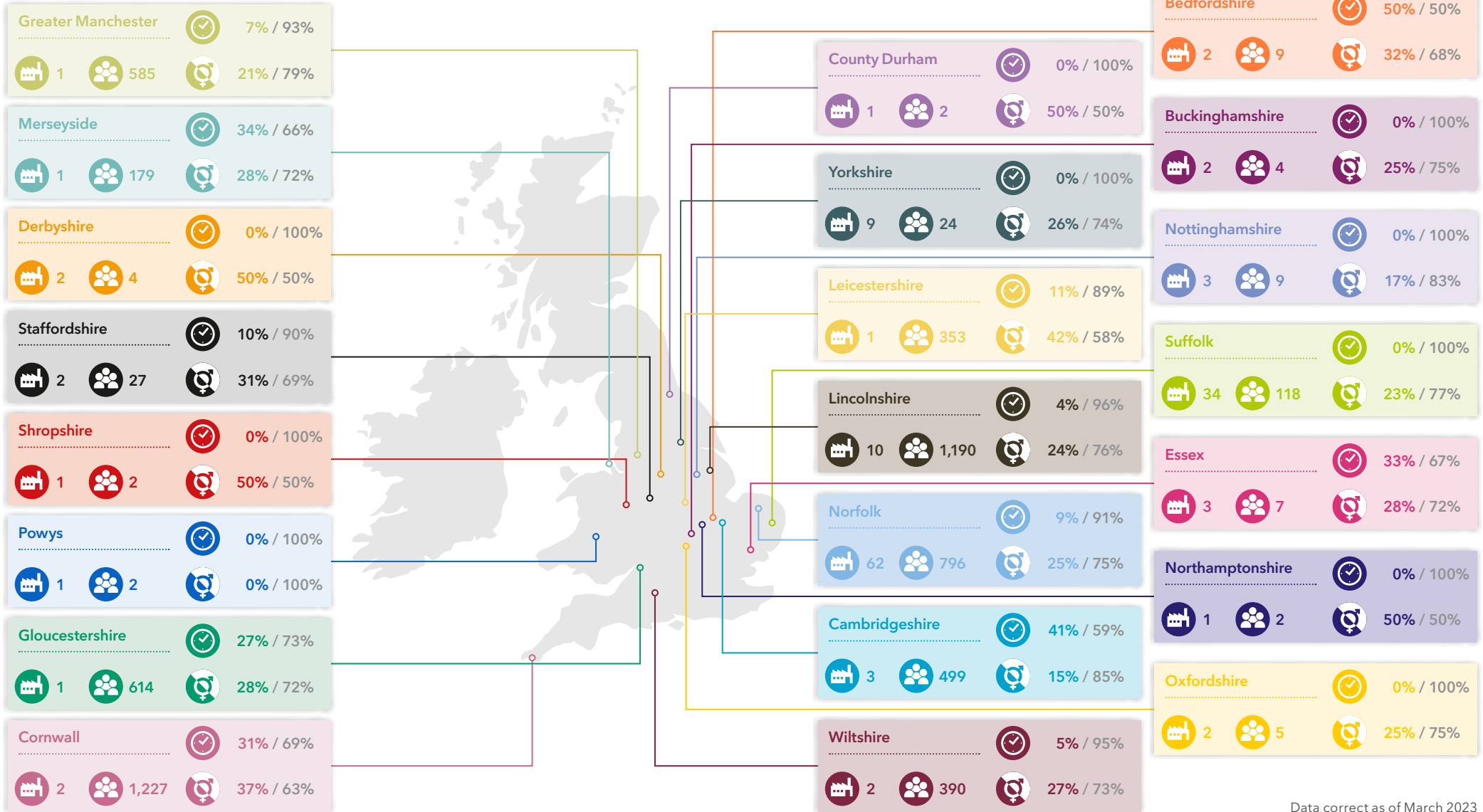
Co-op and its pork supplier Pilgrim's Pride Ltd have established a strong relationship that supports stability and ethical decision making. Most recently, a Human Rights Impact Assessment (HRIA) was jointly commissioned by Co-op, Pilgrim's Pride Ltd and another retailer. The purpose of this HRIA was to help all stakeholders understand if their business practices were having an impact on the human rights of workers in pork supply chains, and what actions can be taken to mitigate, prevent or remediate any identified impacts. This [HRIA](#) was published in March 2023.

For more information about our responsible sourcing of pork, please refer to our web page [here](#).

For more information on our wider commitments to British farming, please refer to our web page [here](#).



Pork Supplier Worker Data



Data correct as of March 2023

146
Total sites

10,348
Total workers

25%
Female identifying workers

75%
Male identifying workers

7%
Temporary workers

93%
Permanent workers

Beyond Tier 1 Delivering Transparency in High-Risk Supply Chains: **Pork**



Site Name	Tier	Site Type	Products Supplied	County	Country	Total Worker Number	% Male Identifying Workers	% Female Identifying Workers	% Permanent Workers	% Agency/Temporary Workers	Presence of Trade Union and or worker committee
Pilgrim's Westerleigh	1	Abattoir	Raw pork products	Gloucestershire	UK	614	72%	28%	73%	27%	Trade Union
Pilgrim's Ashton	1	Abattoir	Raw pork products	Greater Manchester	UK	585	79%	21%	93%	7%	Trade Union
Dalehead Spalding	1	Abattoir	Raw pork products	Lincolnshire	UK	495	69%	31%	96%	4%	Workers Committee
Dalehead Linton	2	Factory	Sausages	Cambridgeshire	UK	495	56%	44%	76%	24%	Workers Committee
Pilgrim's Bodmin	2	Factory	Cooked Bacon	Cornwall	UK	198	64%	36%	69%	31%	Workers Committee
Pilgrim's Redruth	2	Factory	Bacon	Cornwall	UK	1,029	63%	37%	69%	31%	Workers Committee
Pilgrim's Coalville	2	Factory	Cooked meat, added value products	Leicestershire	UK	353	58%	42%	89%	11%	Trade Union
Pilgrim's Ruskington	2	Factory	Scotch eggs, snacking products	Lincolnshire	UK	668	60%	40%	67%	33%	Workers Committee
Pilgrim's Bromborough	2	Factory	Pork butchered joints, BBQ	Merseyside	UK	179	72%	28%	66%	34%	Workers Committee
Pilgrim's Kings Lynn	2	Factory	Cooked meats	Norfolk	UK	572	62%	38%	21%	79%	Trade Union
Dalehead Corsham	2	Factory	Cooked meats	Wiltshire	UK	384	62%	38%	90%	10%	Workers Committee
Farm 1	4	Farm	Pigs	Bedfordshire	UK	7	86%	14%	0%	100%	None
Farm 2	4	Farm	Pigs	Bedfordshire	UK	2	50%	50%	100%	0%	None
Farm 3	4	Farm	Pigs	Buckinghamshire	UK	2	100%	0%	100%	0%	None
Farm 4	4	Farm	Pigs	Buckinghamshire	UK	2	50%	50%	100%	0%	None
Farm 5	4	Farm	Pigs	Cambridgeshire	UK	2	100%	0%	0%	100%	None
Farm 6	4	Farm	Pigs	Cambridgeshire	UK	2	100%	0%	100%	0%	None
Farm 7	4	Farm	Pigs	Derbyshire	UK	2	50%	50%	100%	0%	None
Farm 8	4	Farm	Pigs	Derbyshire	UK	2	50%	50%	100%	0%	None
Farm 9	4	Farm	Pigs	County Durham	UK	2	50%	50%	100%	0%	None
Farm 10	4	Farm	Pigs	Essex	UK	3	67%	33%	100%	0%	None
Farm 11	4	Farm	Pigs	Essex	UK	2	100%	0%	0%	100%	None
Farm 12	4	Farm	Pigs	Essex	UK	2	50%	50%	100%	0%	None
Farm 13	4	Farm	Pigs	Lincolnshire	UK	2	100%	0%	100%	0%	None
Farm 14	4	Farm	Pigs	Lincolnshire	UK	9	89%	11%	100%	0%	None
Farm 15	4	Farm	Pigs	Lincolnshire	UK	4	75%	25%	100%	0%	None
Farm 16	4	Farm	Pigs	Lincolnshire	UK	2	50%	50%	100%	0%	None
Farm 17	4	Farm	Pigs	Lincolnshire	UK	3	100%	0%	100%	0%	None
Farm 18	4	Farm	Pigs	Lincolnshire	UK	2	100%	0%	100%	0%	None
Farm 19	4	Farm	Pigs	Lincolnshire	UK	3	67%	33%	100%	0%	None
Farm 20	4	Farm	Pigs	Lincolnshire	UK	2	50%	50%	100%	0%	None
Farm 21	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 22	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None

Data correct as of March 2023

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Site Name	Tier	Site Type	Products Supplied	County	Country	Total Worker Number	% Male Identifying Workers	% Female Identifying Workers	% Permanent Workers	% Agency/Temporary Workers	Presence of Trade Union and or worker committee
Farm 23	4	Farm	Pigs	Norfolk	UK	4	75%	25%	100%	0%	None
Farm 24	4	Farm	Pigs	Norfolk	UK	23	87%	13%	100%	0%	None
Farm 25	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 26	4	Farm	Pigs	Norfolk	UK	4	75%	25%	100%	0%	None
Farm 27	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 28	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 29	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 30	4	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	None
Farm 31	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 32	4	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	None
Farm 33	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 34	4	Farm	Pigs	Norfolk	UK	9	78%	11%	11%	89%	None
Farm 35	4	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	None
Farm 36	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 37	4	Farm	Pigs	Norfolk	UK	6	83%	17%	33%	67%	None
Farm 38	4	Farm	Pigs	Norfolk	UK	12	83%	17%	83%	17%	None
Farm 39	4	Farm	Pigs	Norfolk	UK	8	75%	25%	100%	0%	None
Farm 40	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 41	4	Farm	Pigs	Norfolk	UK	4	75%	25%	100%	0%	None
Farm 42	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 43	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 44	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 45	4	Farm	Pigs	Norfolk	UK	3	67%	33%	100%	0%	None
Farm 46	4	Farm	Pigs	Norfolk	UK	1	100%	0%	0%	100%	None
Farm 47	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 48	4	Farm	Pigs	Norfolk	UK	2	100%	0%	0%	100%	None
Farm 49	4	Farm	Pigs	Norfolk	UK	3	67%	33%	100%	0%	None
Farm 50	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 51	4	Farm	Pigs	Norfolk	UK	9	78%	22%	100%	0%	None
Farm 52	4	Farm	Pigs	Norfolk	UK	4	75%	25%	100%	0%	None
Farm 53	4	Farm	Pigs	Norfolk	UK	1	100%	0%	0%	100%	None
Farm 54	4	Farm	Pigs	Norfolk	UK	3	100%	0%	100%	0%	None
Farm 55	4	Farm	Pigs	Norfolk	UK	3	67%	33%	100%	0%	None

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Site Name	Tier	Site Type	Products Supplied	County	Country	Total Worker Number	% Male Identifying Workers	% Female Identifying Workers	% Permanent Workers	% Agency/Temporary Workers	Presence of Trade Union and or worker committee
Farm 56	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 57	4	Farm	Pigs	Norfolk	UK	6	83%	17%	100%	0%	None
Farm 58	4	Farm	Pigs	Norfolk	UK	5	60%	40%	100%	0%	None
Farm 59	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 60	4	Farm	Pigs	Norfolk	UK	3	67%	33%	100%	0%	None
Farm 61	4	Farm	Pigs	Norfolk	UK	9	89%	11%	100%	0%	None
Farm 62	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 63	4	Farm	Pigs	Norfolk	UK	16	75%	25%	100%	0%	None
Farm 64	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 65	4	Farm	Pigs	Norfolk	UK	4	100%	0%	100%	0%	None
Farm 66	4	Farm	Pigs	Norfolk	UK	5	60%	40%	100%	0%	None
Farm 67	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 68	4	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	None
Farm 69	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 70	4	Farm	Pigs	Norfolk	UK	3	67%	33%	100%	0%	None
Farm 71	4	Farm	Pigs	Norfolk	UK	4	75%	25%	100%	0%	None
Farm 72	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 73	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 74	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 75	4	Farm	Pigs	Norfolk	UK	5	80%	20%	100%	0%	None
Farm 76	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 77	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 78	4	Farm	Pigs	Norfolk	UK	3	67%	33%	100%	0%	None
Farm 79	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 80	4	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	None
Farm 81	4	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	None
Farm 82	4	Farm	Pigs	North Yorkshire	UK	3	67%	33%	100%	0%	None
Farm 83	4	Farm	Pigs	North Yorkshire	UK	2	100%	0%	100%	0%	None
Farm 84	4	Farm	Pigs	North Yorkshire	UK	2	100%	0%	100%	0%	None
Farm 85	4	Farm	Pigs	North Yorkshire	UK	2	100%	0%	100%	0%	None
Farm 86	4	Farm	Pigs	North Yorkshire	UK	3	67%	33%	100%	0%	None
Farm 87	4	Farm	Pigs	North Yorkshire	UK	2	50%	50%	100%	0%	None
Farm 88	4	Farm	Pigs	Northamptonshire	UK	2	50%	50%	100%	0%	None

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Site Name	Tier	Site Type	Products Supplied	County	Country	Total Worker Number	% Male Identifying Workers	% Female Identifying Workers	% Permanent Workers	% Agency/Temporary Workers	Presence of Trade Union and or worker committee
Farm 89	4	Farm	Pigs	Nottinghamshire	UK	5	100%	0%	100%	0%	None
Farm 90	4	Farm	Pigs	Nottinghamshire	UK	2	100%	0%	100%	0%	None
Farm 91	4	Farm	Pigs	Nottinghamshire	UK	2	50%	50%	100%	0%	None
Farm 92	4	Farm	Pigs	Oxfordshire	UK	2	50%	50%	100%	0%	None
Farm 93	4	Farm	Pigs	Oxfordshire	UK	3	100%	0%	100%	0%	None
Farm 94	4	Farm	Pigs	Powys	UK	2	100%	0%	100%	0%	None
Farm 95	4	Farm	Pigs	Shropshire	UK	2	50%	50%	100%	0%	None
Farm 96	4	Farm	Pigs	South Yorkshire	UK	4	75%	25%	100%	0%	None
Farm 97	4	Farm	Pigs	South Yorkshire	UK	2	50%	50%	100%	0%	None
Farm 98	4	Farm	Pigs	South Yorkshire	UK	4	75%	25%	100%	0%	None
Farm 99	4	Farm	Pigs	Staffordshire	UK	2	50%	50%	100%	0%	None
Farm 100	4	Farm	Pigs	Staffordshire	UK	25	88%	12%	80%	20%	None
Farm 101	4	Farm	Pigs	Suffolk	UK	3	67%	33%	100%	0%	None
Farm 102	4	Farm	Pigs	Suffolk	UK	6	83%	17%	100%	0%	None
Farm 103	4	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	None
Farm 104	4	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	None
Farm 105	4	Farm	Pigs	Suffolk	UK	5	80%	20%	100%	0%	None
Farm 106	4	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	None
Farm 107	4	Farm	Pigs	Suffolk	UK	3	67%	33%	100%	0%	None
Farm 108	4	Farm	Pigs	Suffolk	UK	4	100%	0%	100%	0%	None
Farm 109	4	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	None
Farm 110	4	Farm	Pigs	Suffolk	UK	5	100%	0%	100%	0%	None
Farm 111	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 112	4	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	None
Farm 113	4	Farm	Pigs	Suffolk	UK	5	80%	20%	100%	0%	None
Farm 114	4	Farm	Pigs	Suffolk	UK	4	50%	50%	100%	0%	None
Farm 115	4	Farm	Pigs	Suffolk	UK	4	75%	25%	100%	0%	None
Farm 116	4	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	None
Farm 117	4	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	None
Farm 118	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 119	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 120	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 121	4	Farm	Pigs	Suffolk	UK	6	83%	17%	100%	0%	None

Data correct as of March 2023

Site Name	Tier	Site Type	Products Supplied	County	Country	Total Worker Number	% Male Identifying Workers	% Female Identifying Workers	% Permanent Workers	% Agency/Temporary Workers	Presence of Trade Union and or worker committee
Farm 122	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 123	4	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	None
Farm 124	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 125	4	Farm	Pigs	Suffolk	UK	4	100%	0%	100%	0%	None
Farm 126	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 127	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 128	4	Farm	Pigs	Suffolk	UK	11	73%	27%	91%	9%	None
Farm 129	4	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	None
Farm 130	4	Farm	Pigs	Suffolk	UK	5	60%	40%	100%	0%	None
Farm 131	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 132	4	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	None
Farm 133	4	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	None
Farm 134	4	Farm	Pigs	Wiltshire	UK	6	83%	17%	100%	0%	None
Halesworth Transport	3	Transport Company	Transport of live pigs	Suffolk	UK	15	87%	13%	100%	0%	Workers Committee