

# Beyond Tier 1

## DELIVERING TRANSPARENCY IN HIGH-RISK SUPPLY CHAINS

### Pork

As a responsible retailer, Co-op takes very seriously the labour conditions of all 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 fruit, 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](mailto:ethicaltrade@coop.co.uk).



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## 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 global trends such as climate change, war 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](#).

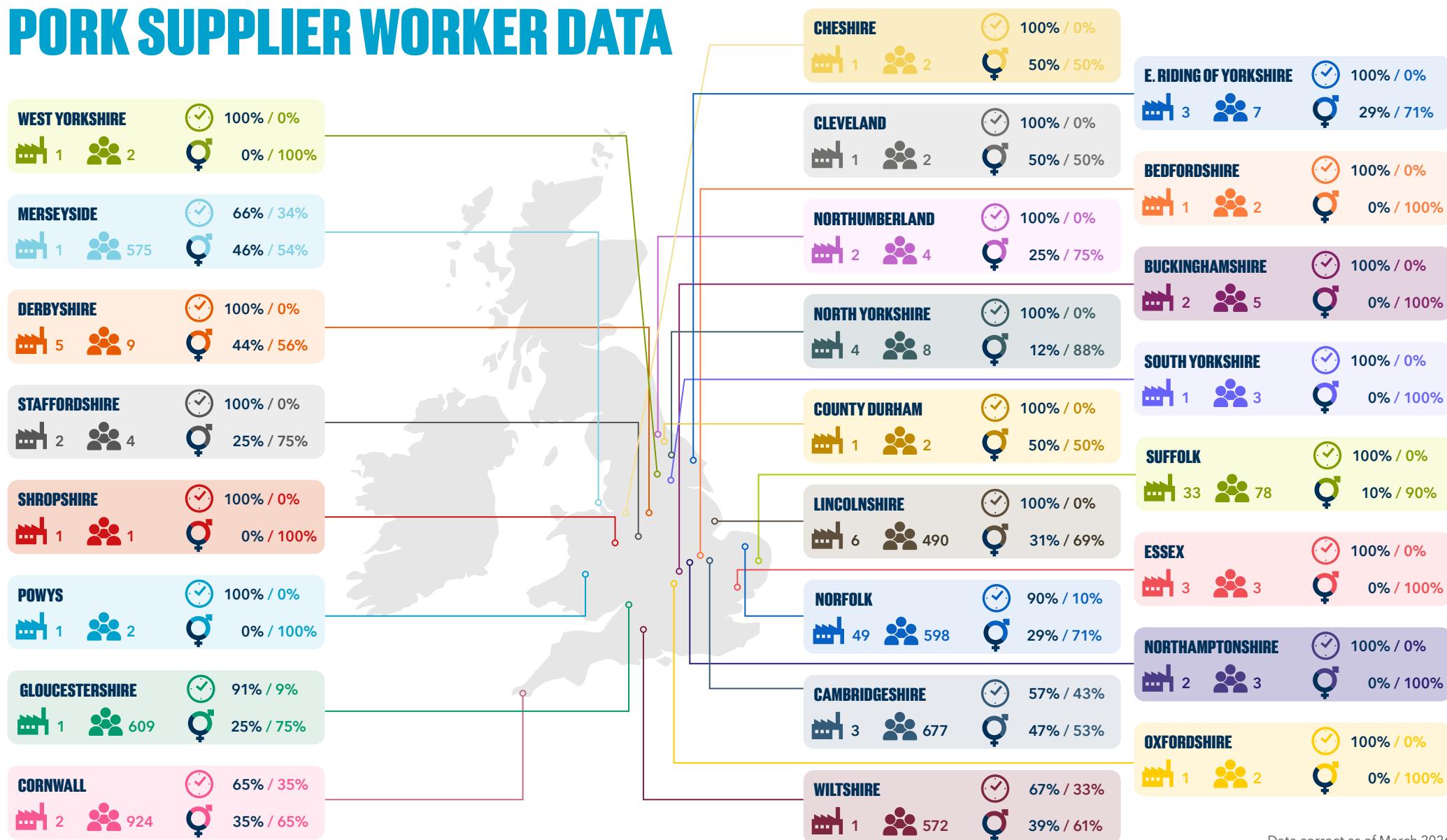
Co-op and its pork supplier Pilgrim's Pride Ltd have established a strong relationship that supports stability and ethical decision making. Most recently, a Human Rights Impact Assessment (HRIA) was jointly commissioned by Co-op, Pilgrim's Pride Ltd and another retailer. The purpose of this HRIA was 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 2026

**128**  
Total sites

**4,584**  
Total workers

**35%** Female identifying workers  
**65%** Male identifying workers

**76%** Permanent workers  
**24%** Temporary workers

# BEYOND TIER 1 Delivering Transparency in High-Risk Supply Chains: Pork

SITENAME	TIER	SITETYPE (FACTORY/FARM/ PACKAGING/FEED/VESSEL)	PRODUCTS SUPPLIED	COUNTY	COUNTRY	TOTAL WORKER NUMBER	% MALE WORKERS	% FEMALE WORKERS	% PERMANENT WORKERS	% TEMPORARY WORKERS	PRESENCE OF TRADE UNION	PRESENCE OF WORKER COMMITTEE
Pilgrims Bodmin	1	Factory	<b>Cooked Bacon and Slow Cooked</b>	Cornwall	UK	310	61%	39%	66%	34%	No	Yes
Pilgrims Bromborough	1	Factory	<b>Fresh and Packed Pork</b>	Merseyside	UK	575	54%	46%	66%	34%	No	Yes
Pilgrims Corsham	1	Factory	<b>Cooked, sliced meat</b>	Wiltshire	UK	572	61%	39%	67%	33%	No	Yes
Pilgrims UK Kings Lynn	1	Factory	<b>Cooked, sliced meat</b>	Norfolk	UK	501	67%	33%	88%	12%	Yes	No
Pilgrims UK Linton	1	Factory	<b>Sausages</b>	Cambridgeshire	UK	674	53%	47%	57%	43%	No	Yes
Pilgrims UK Redruth	1	Factory	<b>Bacon</b>	Cornwall	UK	614	67%	33%	65%	35%	No	Yes
Pilgrims Spalding	1	Abattoir	<b>Raw pork products</b>	Lincolnshire	UK	476	69%	31%	100%	0%	Yes	No
Pilgrim's UK Westerleigh	1	Abattoir	<b>Raw pork products</b>	Gloucestershire	UK	609	75%	25%	91%	9%	Yes	No
Halesworth Transport	2	Transport Company	<b>Pigs</b>	Suffolk	UK	15	85%	15%	100%	0%	No	No
Farm 1	2	Farm	<b>Pigs</b>	North Yorkshire	UK	2	100%	0%	100%	0%	No	No
Farm 2	2	Farm	<b>Pigs</b>	Norfolk	UK	7	86%	14%	100%	0%	No	No
Farm 3	2	Farm	<b>Pigs</b>	Norfolk	UK	3	100%	0%	100%	0%	No	No
Farm 4	2	Farm	<b>Pigs</b>	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 5	2	Farm	<b>Pigs</b>	Derbyshire	UK	2	50%	50%	100%	0%	No	No
Farm 6	2	Farm	<b>Pigs</b>	Norfolk	UK	4	100%	0%	100%	0%	No	No
Farm 7	2	Farm	<b>Pigs</b>	Powys	UK	2	100%	0%	100%	0%	No	No
Farm 8	2	Farm	<b>Pigs</b>	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 9	2	Farm	<b>Pigs</b>	Norfolk	UK	2	50%	50%	100%	0%	No	No
Farm 10	2	Farm	<b>Pigs</b>	Essex	UK	1	100%	0%	100%	0%	No	No
Farm 11	2	Farm	<b>Pigs</b>	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 12	2	Farm	<b>Pigs</b>	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 13	2	Farm	<b>Pigs</b>	Essex	UK	1	100%	0%	100%	0%	No	No
Farm 14	2	Farm	<b>Pigs</b>	Norfolk	UK	3	100%	0%	100%	0%	No	No
Farm 15	2	Farm	<b>Pigs</b>	Suffolk	UK	4	75%	25%	100%	0%	No	No
Farm 16	2	Farm	<b>Pigs</b>	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 17	2	Farm	<b>Pigs</b>	Derbyshire	UK	2	50%	50%	100%	0%	No	No
Farm 18	2	Farm	<b>Pigs</b>	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 19	2	Farm	<b>Pigs</b>	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 20	2	Farm	<b>Pigs</b>	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 21	2	Farm	<b>Pigs</b>	South Yorkshire	UK	3	100%	0%	100%	0%	No	No
Farm 22	2	Farm	<b>Pigs</b>	Northumberland	UK	3	67%	33%	100%	0%	No	No
Farm 23	2	Farm	<b>Pigs</b>	Suffolk	UK	1	100%	0%	100%	0%	No	No

SITENAME	TIER	SITETYPE (FACTORY/FARM/ PACKAGING/FEED/VESSEL)	PRODUCTS SUPPLIED	COUNTY	COUNTRY	TOTAL WORKER NUMBER	% MALE WORKERS	% FEMALE WORKERS	% PERMANENT WORKERS	% TEMPORARY WORKERS	PRESENCE OF TRADE UNION	PRESENCE OF WORKER COMMITTEE
Farm 24	2	Farm	Pigs	Lincolnshire	UK	2	50%	50%	100%	0%	No	No
Farm 25	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 26	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 27	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 28	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 29	2	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	No	No
Farm 30	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 31	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 32	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 33	2	Farm	Pigs	Lincolnshire	UK	2	100%	0%	100%	0%	No	No
Farm 34	2	Farm	Pigs	Suffolk	UK	4	75%	25%	100%	0%	No	No
Farm 35	2	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	No	No
Farm 36	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 37	2	Farm	Pigs	Buckinghamshire	UK	4	100%	0%	100%	0%	No	No
Farm 38	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 39	2	Farm	Pigs	North Yorkshire	UK	2	100%	0%	100%	0%	No	No
Farm 40	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 41	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 42	2	Farm	Pigs	Northumberland	UK	1	100%	0%	100%	0%	No	No
Farm 43	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 44	2	Farm	Pigs	Norfolk	UK	3	100%	0%	100%	0%	No	No
Farm 45	2	Farm	Pigs	Cambridgeshire	UK	2	50%	50%	100%	0%	No	No
Farm 46	2	Farm	Pigs	Cambridgeshire	UK	1	100%	0%	100%	0%	No	No
Farm 47	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 48	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 49	2	Farm	Pigs	Staffordshire	UK	3	67%	33%	100%	0%	No	No
Farm 50	2	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 51	2	Farm	Pigs	Suffolk	UK	3	33%	67%	100%	0%	No	No
Farm 52	2	Farm	Pigs	Suffolk	UK	4	75%	25%	100%	0%	No	No
Farm 53	2	Farm	Pigs	Lincolnshire	UK	4	50%	50%	100%	0%	No	No
Farm 54	2	Farm	Pigs	Suffolk	UK	4	100%	0%	100%	0%	No	No
Farm 55	2	Farm	Pigs	Oxfordshire	UK	2	100%	0%	100%	0%	No	No

SITENAME	TIER	SITETYPE (FACTORY/FARM/ PACKAGING/FEED/VESSEL)	PRODUCTS SUPPLIED	COUNTY	COUNTRY	TOTAL WORKER NUMBER	% MALE WORKERS	% FEMALE WORKERS	% PERMANENT WORKERS	% TEMPORARY WORKERS	PRESENCE OF TRADE UNION	PRESENCE OF WORKER COMMITTEE
Farm 56	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 57	2	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 58	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 59	2	Farm	Pigs	Suffolk	UK	3	100%	0%	100%	0%	No	No
Farm 60	2	Farm	Pigs	Derbyshire	UK	2	50%	50%	100%	0%	No	No
Farm 61	2	Farm	Pigs	East Yorkshire	UK	2	50%	50%	100%	0%	No	No
Farm 62	2	Farm	Pigs	East Yorkshire	UK	3	67%	33%	100%	0%	No	No
Farm 63	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 64	2	Farm	Pigs	Shropshire	UK	1	100%	0%	100%	0%	No	No
Farm 65	2	Farm	Pigs	Derbyshire	UK	2	50%	50%	100%	0%	No	No
Farm 66	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 67	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 68	2	Farm	Pigs	North Yorkshire	UK	2	100%	0%	100%	0%	No	No
Farm 69	2	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 70	2	Farm	Pigs	Northamptonshire	UK	2	100%	0%	100%	0%	No	No
Farm 71	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 72	2	Farm	Pigs	North Yorkshire	UK	2	50%	50%	100%	0%	No	No
Farm 73	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 74	2	Farm	Pigs	Suffolk	UK	3	100%	0%	100%	0%	No	No
Farm 75	2	Farm	Pigs	Norfolk	UK	3	100%	0%	100%	0%	No	No
Farm 76	2	Farm	Pigs	Suffolk	UK	2	50%	50%	100%	0%	No	No
Farm 77	2	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 78	2	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 79	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 80	2	Farm	Pigs	East Yorkshire	UK	2	100%	0%	100%	0%	No	No
Farm 81	2	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 82	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 83	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 84	2	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 85	2	Farm	Pigs	Lincolnshire	UK	3	100%	0%	100%	0%	No	No
Farm 86	2	Farm	Pigs	Lincolnshire	UK	3	100%	0%	100%	0%	No	No
Farm 87	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No

SITENAME	TIER	SITETYPE (FACTORY/FARM/ PACKAGING/FEED/VESSEL)	PRODUCTS SUPPLIED	COUNTY	COUNTRY	TOTAL WORKER NUMBER	% MALE WORKERS	% FEMALE WORKERS	% PERMANENT WORKERS	% TEMPORARY WORKERS	PRESENCE OF TRADE UNION	PRESENCE OF WORKER COMMITTEE
Farm 88	2	Farm	Pigs	Norfolk	UK	3	100%	0%	100%	0%	No	No
Farm 89	2	Farm	Pigs	Norfolk	UK	1	0%	100%	100%	0%	No	No
Farm 90	2	Farm	Pigs	Norfolk	UK	3	67%	33%	100%	0%	No	No
Farm 91	2	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 92	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 93	2	Farm	Pigs	West Yorkshire	UK	2	100%	0%	100%	0%	No	No
Farm 94	2	Farm	Pigs	Norfolk	UK	3	67%	33%	100%	0%	No	No
Farm 95	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 96	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 97	2	Farm	Pigs	Bedfordshire	UK	2	100%	0%	100%	0%	No	No
Farm 98	2	Farm	Pigs	Norfolk	UK	4	75%	25%	100%	0%	No	No
Farm 99	2	Farm	Pigs	Buckinghamshire	UK	1	100%	0%	100%	0%	No	No
Farm 100	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 101	2	Farm	Pigs	County Durham	UK	2	50%	50%	100%	0%	No	No
Farm 102	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 103	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 104	2	Farm	Pigs	Essex	UK	1	100%	0%	100%	0%	No	No
Farm 105	2	Farm	Pigs	Cheshire	UK	2	50%	50%	100%	0%	No	No
Farm 106	2	Farm	Pigs	Cleveland	UK	2	50%	50%	100%	0%	No	No
Farm 107	2	Farm	Pigs	Northamptonshire	UK	1	100%	0%	100%	0%	No	No
Farm 108	2	Farm	Pigs	Suffolk	UK	2	100%	0%	100%	0%	No	No
Farm 109	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 110	2	Farm	Pigs	Norfolk	UK	3	100%	0%	100%	0%	No	No
Farm 111	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 112	2	Farm	Pigs	Suffolk	UK	1	100%	0%	100%	0%	No	No
Farm 113	2	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	No	No
Farm 114	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 115	2	Farm	Pigs	Norfolk	UK	2	100%	0%	100%	0%	No	No
Farm 116	2	Farm	Pigs	Norfolk	UK	1	100%	0%	100%	0%	No	No
Farm 117	2	Farm	Pigs	Derbyshire	UK	1	100%	0%	100%	0%	No	No
Farm 118	2	Farm	Pigs	Staffordshire	UK	1	100%	0%	100%	0%	No	No
Farm 119	2	Farm	Pigs	Norfolk	UK	2	50%	50%	100%	0%	No	No