

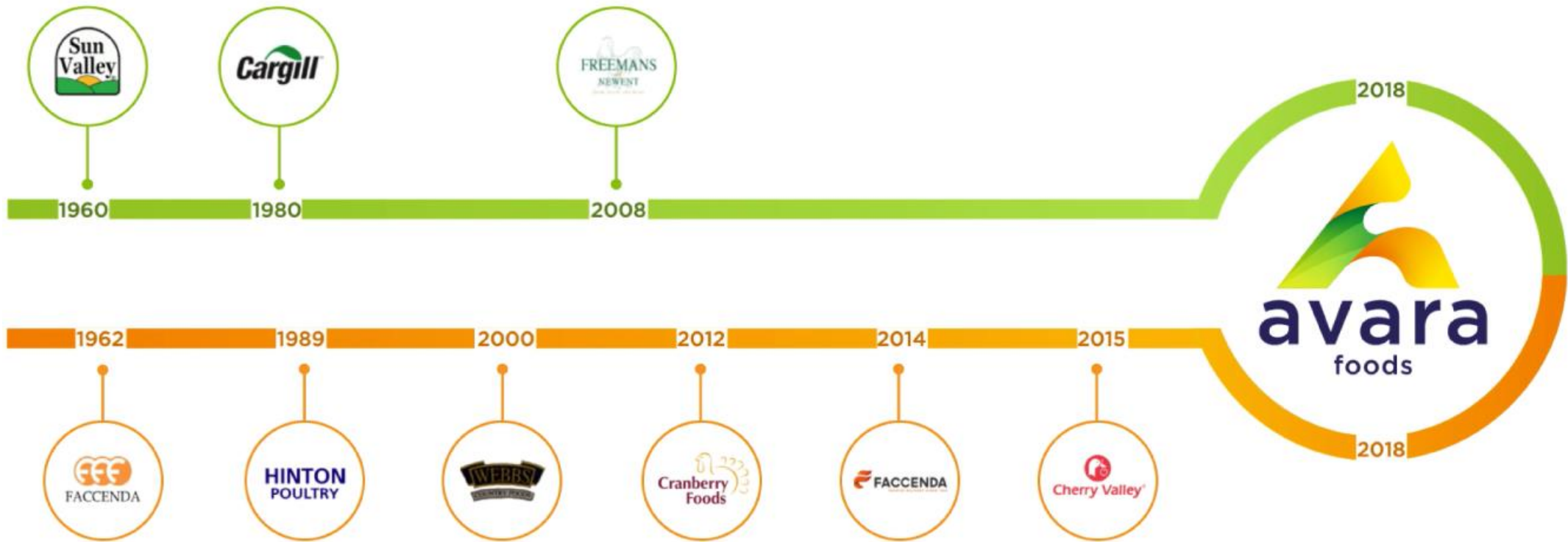


**avara**

**foods**

# Introduction

- Bev Bishton – Head of HR Avara with a lead for Human Rights & Ethics
- Kath Florence – Senior HR Officer – Abergavenny Site





DALTON

CAISTOR  
USSELBY

HOLLY BANK

TELFORD

WEDNESBURY  
DUDLEY

CAYNHAM

BANBURY  
BRACKLEY

SHOBDON

HEREFORD  
TRAM INN

ABERGAVENNY

NEWENT

WESTBURY

QUANTON

RAYNE

OWER

## The Case headline

Three convicted of modern slavery offences relating to poultry worker - September 2022





## Another Case

Janos Sztojka, who has been jailed for six years for modern slavery offences – Aug 2021



# Stakeholder Management

Victim

Colleagues

Internal Management

Agency

GLAA/Police

Customers

Press

# Timeline

- Commenced working at site December 2017
- July 2018 concerns initially raised that employee was wearing same clothes and not having food, agency was contacted
- July 2018 flagged to GLAA
- Aug 2018 Victim transferred onto an Avara Contract
- Oct 2018 Arrests made and victim entered NRM
- Transferred to another Avara site
- Case went to Magistrates court
- Crown Court 4<sup>th</sup> November 2019 – CPS confident of a full case being heard
- Keeping diaries free for court
- May 2020 – Court Case planned – delayed



# Timeline

- Other case commenced Aug 2020
- Jan 2021 – possible date
- March 2021 Bev/Jim met with GLAA press Stefan Pidluznyj
- Other case concluded Aug 2021
- Court Warning – case to be heard 10<sup>th</sup> Jan 2022 – 4<sup>th</sup> Feb 2022
- 5<sup>th</sup> Jan 2022 Case delayed, possible July 2022
- 17<sup>th</sup> June 2022 – GLAA site visit to support pending court case
- 27<sup>th</sup> July 2022 – 24<sup>th</sup> Aug 2022 Court Case commenced Newport Crown Court – outcome Convicted
- Oct 2022 Cardiff Crown Court Sentenced

# What did we do

- Main point of contact with GLAA Officers, Laura Thomas, Stuart Adams, Andy Davies – Kath Florence HR Abergavenny Factory
- Kept open dialogue with GLAA
- Support those that were attending court
- Communication – Prepared statements
- Ethical Leads in Retailers - briefed
- Set up an internal teams channel – Commercial, Comms, HR,

# De-brief 18<sup>th</sup> October 2022

- Securing a de-brief is important
  - Opportunity to explain how it was for each of us
  - Now it wasn't a "live" case information that couldn't be shared was able to be shared
  - Lessons learnt from each side
  - Impressed that given the limited resource that we found time to hold this session
- 
- Wow – this is a "first"

# Learnings

- What worked well
  - The Victim becoming a Survivor
  - Conviction achieved
  - Colleagues are critical in “alerting” in the first place
  - Employing the victim directly
  - Obtaining employment for the victim in another of Avara facilities
  - Communication between GLAA/Avara
  - Confidence - supportive
- What did we learn
  - That it is not always possible for information in a criminal case to be shared which can result in things not appearing collaborative
  - It can take a long time
  - No case is the same and you will miss things
  - Investigation teams are different
  - Often the victim is the employee of the agency, so you are reliant on them
  - Impact this has on victim/witnesses – a long time to prepare yourself
  - Legal “stuff” – offering inducements – a better job
- What do you take from this?
  - Working together achieves the result
  - It's not easy – it's the right thing to do

# Outcome

- Normands Frieburgs – convicted of S1 and S2 of the Modern Slavery Act 2015 and sentenced to 5 years imprisonment
- Jacobus Stankevicius – convicted of S2 of the Modern Slavery Act 2015 and sentenced to 4 years imprisonment
- Ruta Stankevicius – convicted of S2 of the Modern Slavery Act 2015 and sentenced to 20 months imprisonment, suspended for 18 months and place on a 10 month curfew between 7pm and 8am
- Kindness shown to the victim by colleagues at work and Avara was an employer who was responsible and who took responsibility for the welfare of employees seriously





Questions?