

## Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that The FoodFellas Ltd has taken and continues to take to ensure that modern slavery and human trafficking are not taking place within its business or supply chains.

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking. The FoodFellas Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to conducting our business ethically, with integrity, transparency, and accountability, and to implementing effective systems and controls to prevent modern slavery within our operations and supply chains.

### Governance and Accountability

Responsibility for preventing modern slavery within the business and supply chains sits with senior management and the Board of Directors. The Board reviews this statement annually and oversees the effectiveness of the Company's policies, procedures, and due diligence activities relating to modern slavery.

### Structure and supply chains

The FoodFellas Ltd is part of CP Foods (UK) Limited and works with leading retailers, manufacturers, and restaurants to supply high-quality food products.

The Company has an annual turnover of approximately £113 million and employs around 50 people.

The Company operates as an importer and distributor of ambient, chilled, and frozen food products to branded casual dining, foodservice, manufacturing, wholesale, and industrial markets in the UK and Europe.

We source food products and services from suppliers located across the UK, Europe, and overseas markets.

Based on our risk assessment activities, there are currently no known incidents of modern slavery within our business or supply chains. Any suspected incidents are thoroughly investigated, and the Company is committed to taking swift and robust corrective action should any evidence of slavery or human trafficking be identified.

### Policies in relation to slavery and human trafficking

The Company is committed to upholding the highest ethical and professional standards and to complying with all applicable local laws and regulations. Preventing modern slavery is embedded within our corporate governance framework and supplier management processes.

Our commitment is supported by the following policies and procedures:

- **Ethical Trading Policy** – We work in partnership with suppliers to ensure that goods and services are sourced from organisations that provide fair working conditions, acceptable employment practices, and lawful remuneration.
- **Recruitment Policy** – We operate robust recruitment and right-to-work verification processes to prevent forced labour, human trafficking, or involuntary employment.

## Modern Slavery Statement

- **Whistleblowing Policy** – Employees are encouraged to report concerns relating to unethical behaviour, labour practices, or potential modern slavery risks without fear of retaliation.
- **Code of Business Conduct** – This outlines expected standards of behaviour for employees and suppliers and reinforces our commitment to ethical business practices.
- **Procurement and Supplier Approval Policy** – The Company maintains an approved supplier list and conducts risk-based due diligence prior to supplier approval. This includes assessing suppliers' modern slavery controls, reviewing certification and audit outcomes, and conducting open-source checks for any history of labour-related offences. Anti-slavery requirements form part of contractual agreements with suppliers.

### Due diligence processes in relation to slavery and human trafficking

The FoodFellas Ltd applies a risk-based approach to supplier due diligence. Suppliers are required to confirm compliance with the Modern Slavery Act 2015 and to maintain appropriate policies and procedures addressing modern slavery and human trafficking.

Supplier assessments are conducted using the Company Supplier Assessment Questionnaire, which evaluates governance, labour standards, and ethical sourcing practices.

Where a supplier does not meet Company requirements, a corrective action plan is implemented and monitored. Failure to address identified risks may result in escalation or termination of the supplier relationship.

The Company is a member of SEDEX and actively encourages suppliers to join and share ethical audit data where applicable.

### Training and Awareness

The Company recognises that training and awareness are essential to mitigating modern slavery risks. All employees receive training on the Modern Slavery Act 2015, the indicators of modern slavery, and the procedures for reporting concerns.

Training effectiveness is reviewed periodically to ensure employees remain aware of emerging risks and expectations, in line with retailer and BRCGS best-practice standards.

### Continuous Improvement and Effectiveness

The effectiveness of the Company's modern slavery controls is reviewed on an ongoing basis as part of management review and supplier performance monitoring. While the Company does not operate specific numerical KPIs relating to modern slavery, compliance is assessed through supplier approval outcomes, audit findings, corrective action closure, and training completion.

### Further Steps

Following a review of the effectiveness of measures taken during the previous financial year, the Company intends to:

- Continue to monitor and reassess modern slavery risks within its supply chains;

## Modern Slavery Statement

- Enhance employee training to maintain a high level of awareness of modern slavery indicators;
- Further strengthen supply chain transparency through supplier engagement and data sharing; and
- Review policies and procedures regularly to ensure continued alignment with legal, retailer, and BRCGS expectations.

### Approval

This statement is approved by the Board and signed on its behalf by:

Name (Board Director) Graham Hillier

Date 10-02-2026