FOODSPEED
DAIRY AND FINE FOODS

Modern Slavery and Human Trafficking Statement

This statement has been published in accordance with the Modern Slavery Act 2015 and it sets out the steps taken by Foodspeed Limited to prevent modern slavery and human trafficking in its business and supply chains.

Foodspeed's commitment is to adopt the highest standard of integrity by delivering good value to our customers, treating colleagues well, making a positive contribution to society and building positive relationships with our partners.

Modern slavery is an issue that exists in both developed and developing economies and across business sectors. Foodspeed Limited has a zero tolerance to slavery, servitude, forced labour and human trafficking (Modern Slavery) and is committed to conducting business with honesty and integrity and treating everyone with dignity and respect. As a result, we look to partner with businesses that genuinely understand and share our philosophy of ethical trading and strong stewardship.

We are committed to working with our partners and suppliers to raise awareness and understanding of modern slavery and eliminating the practice from the supply chain. This statement details the actions we have taken so far to achieve this.

- Our Ethical Trading Policy reflects our commitment to ethical business practice and it includes the free choice of employment, respect freedom of association and the right to collective bargaining, safe and hygienic work conditions, no child labour, pay living wages, reasonable working hours, no discrimination, provision of regular employment, no harsh or inhumane treatment. This policy was revised in 2024 and confirms that we do not accept the abuse of human rights or the use of forced or bonded labour. The policy applies to both Foodspeed colleagues and the employees of our partners and suppliers.
- We assess the eligibility of all colleagues to work in the UK. We have reviewed and updated our processes and provided relevant colleagues with appropriate training.
- Based on our review of our recruitment practices and roles within the company, combined with our policies, we are confident that the risk of modern slavery within Foodspeed is very low.
- We source a range of products and services from a large number of suppliers throughout Europe and we are committed to manage our suppliers in accordance with the guiding principles of responsible and ethical trading.
- We are committed to continuing to develop our understanding of the issues and mitigating the risks involved in modern slavery. We will continually review our policies, processes and controls, and improve the mapping of our supply chain to identify areas of high risk.

This statement has been published in accordance with the Modern Slavery Act 2015 and constitutes Foodspeed's slavery and human trafficking statement. It has been approved by senior management and will be reviewed annually.

Signed:
M. S. Bawa

Name& Position:
Manpreet Bawa, Managing Director,
Foodspeed Ltd.