

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Pro-Pak Foods Limited is a major supplier of delicious ready meals to many of the UK's leading supermarkets.

We have a zero tolerance position on modern day slavery and human trafficking and are committed to continually improve our practices to combat these areas. We are committed to doing business in an ethical manner with respect for our colleagues and the communities in which they live. We believe this commitment will benefit our customers and other stakeholders affected by the activities of Pro-Pak Foods Limited. For many reasons, it is quite simply, the right thing to do. We recognise, however, that it is essential that our suppliers also understand and appreciate the standards of business conduct that are expected of any company that does business with us.

Organisation's Structure

Pro-Pak Foods Limited is a CPC Foods Company and ultimately part of the Premium Food Group in Germany, one of the largest food companies in Europe.

Based in Malton in North Yorkshire, Pro-Pak Foods Limited has an outstanding reputation for producing more than 150,000 delicious ready meals every day for the UK's leading supermarkets and convenience stores.

Our CPC Managing Directors have ultimate responsibility for compliance in these areas, this statement sets out the steps that we continue to take to ensure that our business and supply chain is free from modern slavery and human trafficking.

Our Supply Chains

Our supply chains include:

- Procurement of goods and services
- Outsourcing
- Sub-contracting

We procure these services both centrally and locally.

Our Policies and Procedures on Modern Slavery and Human Trafficking

We have appropriate processes and policies in place to mitigate the risk of modern slavery and human trafficking in our organisation and supply chain.



PRO-PAK FOODS

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking is not taking place anywhere in our supply chains.

Our procurement process requires all suppliers and contractors to comply with the Modern Slavery Act 2015, and we expect them to demonstrate a zero-tolerance approach to exploitation. Our standard terms and conditions for the purchase of goods and services allow for termination in the event of non-compliance.

As part of our initiative to identify and mitigate risk, we ensure that, where judged appropriate, new and existing suppliers are visited on site, to ensure adherence to our standards of ethically transparent supply chains.

We have systems in place to:

- Identify and assess potential risk areas in our supply chain
- Mitigate the risk of modern slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

We conduct supplier risk assessments based on geographic location, industry sector, and prior compliance history. High-risk suppliers are subject to more frequent audits and on-site inspections.

We track the number of supplier audits conducted, non-compliance cases identified, corrective actions implemented, and improvements over time. Effectiveness is reviewed annually, and findings are reported to senior management.

In cases where risks are identified, we work with suppliers to implement corrective action plans within a set timeframe, failure to comply may lead to suspension or removal from our approved supplier list.

Training and Development

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our colleagues and managers. We are committed to maintaining an ethical culture, ensuring our colleagues are aware of anti-bribery policy and zero-tolerance approach to bribery and corruption. We also have a whistleblowing policy and provide a confidential, independent whistleblowing hotline for colleagues to report any concerns.



PRO-PAK FOODS

We use the following means to measure how effective we have been to ensure that modern slavery and human trafficking is not taking place in any part of the business or supply chain:

- Business function reports
- Internal colleague training and induction processes
- Our suppliers are obliged to audit their own supply chains and report on findings
- ALP membership

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2025

It has been approved by the CPC Foods Managing Directors and has been signed on their behalf by Jon Guest, Managing Director on 31st March 2025.

Signed by:

