

### Modern Slavery Statement 2024

Chelmer Foods Ltd is committed to understanding our ethical compliance responsibilities and improving our policies with regard to ethical raw material sourcing. Due to the nature of the business, the supply chains through which products are sourced are worldwide and may include additional steps such as agents, brokers, 3<sup>rd</sup> party processors, and other service providers. Due to the various countries involved and the complexity of some of the supply chains, Chelmer Foods Ltd understands that there is an inherent risk of modern slavery. Therefore, we endeavour to ensure that the risks of modern slavery are monitored and controlled through our supplier approval, supply chain, and due diligence processes.

Our business currently employs approximately 50 staff within the UK and Turkey, and utilises third-party companies for services including distribution, warehousing, and customs clearance. The company's relatively small size and supply chain transparency within the UK ensures the risk of modern slavery is low. Products may be sourced worldwide from countries including Turkey, China, India, Thailand, Philippines, Indonesia and Chile. The key area of concern for potential risks are the supply chain steps before the product reaches the UK.

To mitigate the risks of modern slavery, we ensure that we review and assess our suppliers within the framework of the ETI Base Code and compliance with the Modern Slavery Act 2015 (where applicable). These controls include supplier audits/questionnaires, SEDEX membership status, SMETA and other ethical audits, and any further ethical policies and controls that they have in place. As a SEDEX AB member, Chelmer Foods can also view the statistical data of linked suppliers and are able to share ethical data with customers to view and run reports. When required, we do issue NCs related to ethical matters and ensure that these are closed off in an effective and timely manner. All these assessments form part of the supplier approval process, which is controlled by our technical department, with overall responsibility with the board of Directors and Managing Director at Chelmer Foods.

Furthermore, we require all suppliers to map their supply chains to ensure that we have full transparency of the steps the product goes through before reaching ourselves. We have also mapped the chain through which each product group may go whilst it is under our control. For products that we have identified as higher risk, such as products of Turkish origin, we have carried out additional controls such as enrolling in customer-run projects e.g., FLA/ Harvesting the Future, to further monitor and challenge our suppliers, including grower practices.

We also aim to maintain good relationships with all our suppliers to ensure communications regarding these issues are addressed and resolved in an open and honest way.

The company has set out the below KPIs for the 2024-2025 financial year which will be used to monitor the company's continual improvement in this area:

KPI	Target 2023 - 2024	Outcome 2023 - 2024	Target 2024 - 2025
Percentage of approved supplier sites with active Sedex membership	90%	81%	85%
Percentage of approved Sedex registered suppliers with ≥95% of their Sedex SAQ completed	78%	67%	70%
Supplier Audits by CFL and Customers	40	27	30



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FLA Project	<ul style="list-style-type: none"><li>- Plan supplier vineyard visits during 2023 vine fruit harvest to meet with growers in collaboration with customers.</li><li>- Set new targets for customer scoreboard assessment results.</li></ul>	Achieved	<ul style="list-style-type: none"><li>- Plan supplier vineyard visits during 2024 vine fruit harvest to meet with growers in collaboration with customers.</li><li>- Set new targets for customer scoreboard assessment results.</li></ul>
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Where targets have not been achieved, remediation plans have been implemented and documented in line with our non-conformance procedure. Revised targets have been established for 2024-25.

Chelmer Foods Ltd is dedicated to ensuring that the risks of modern slavery within the business and its supply chains are understood by all members of the board and that appropriate actions are taken to ensure the risks are limited.

James Weaire  
Managing Director  
17<sup>th</sup> June 2024

Board of Directors Approval Date: 17<sup>th</sup> June 2024