



Modern Slavery Statement

We recognise the responsibility that we share with our suppliers to buy and sell products in an ethical manner. There are relationships with external businesses for the sourcing of products around the globe; We work with more than 100 suppliers in 16 different countries in Europe, North Africa and North and South America. Our supply chain varies from one tier to more complex multi-tiered suppliers.

Chaucer Foods Group is committed to driving out acts of modern slavery from within the business and its supply chains. As a company, we understand that we are responsible for the enforcement of the Modern Slavery Act 2015 and we will ensure that all Chaucer Foods Organisations, suppliers and services of the business comply.

This statement covers the following entities:

Broomco (3554) Limited
Broomco (3555) Limited
Pilgrim Food Holdings
Chaucer Foods Limited
Chaucer Foods UK Limited

And all other sub entities under these holding companies.

1. Purpose of this Statement

- 1.1. This statement is designed to satisfy the requirements of part 6 of the Modern Slavery Act 2015, by informing our employees, suppliers, customers and other stakeholders about the company and its commitment to drive out acts of modern slavery, human trafficking, and forced labour and labour rights violations in its supply chains.

2. Identified risks and steps being taken

Direct Employees

- 2.1. Chaucer Foods alleviates the likelihood of modern slavery occurring within its teams of direct employees through strict recruitment and HR procedures. Chaucer Foods have also appointed members of staff who will act as modern slavery reps who can inform and report to managers if they have any concerns about their colleagues through the internal whistleblowing process.

Employees through recruitment agencies and other sources

- 2.2. Agency workers are recruited indirectly by Chaucer Foods through trusted, well established and accredited sources who provide full assurance that they fully comply with all legal requirements regarding the rights and welfare of employees.



Supply Chain

- 2.3. Chaucer Foods Group's supply chain has been identified as being the area of highest risk in terms of occurrences of modern slavery. In order to drive out any acts of modern slavery, the following actions are being taken:
- 2.4. As part of the company's due diligence process into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by those businesses. Imported sources from outside of the UK and EU are potentially more at risk of slavery and human trafficking issues. These areas will be monitored closely and continuously by Senior Managers in order to ensure that the company has no involvement in slavery or human trafficking.
- 2.5. As part of our company's due diligence process we audit our suppliers on a regular basis. The auditing process is either through physical audits or assessment questionnaires that include a range of questions on human rights. Suppliers that are considered at high risk are potentially required to be audited independently.
- 2.6. Chaucer Foods Group will not support or deal with any business knowingly involved in slavery or human trafficking.
- 2.7. The Company Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources, training and investment to ensure that slavery and human trafficking is not taking place within the organisation and its supply chains.

3. Our plans for the future

- 3.1. Chaucer Foods are committed to gaining a greater understanding of its supply chains and aim to work towards a greater transparency and responsibility concerning the people working within them.
- 3.2. We plan to work together and monitor closely both direct and indirect staff to ensure that we eradicate the occurrence of modern slavery, human trafficking, forced labour and violations to labour standards within the Chaucer Foods Group.

This policy statement will be reviewed and published annually.