

# MODERN SLAVERY STATEMENT

We acknowledge the responsibility we have to guard against modern slavery and human trafficking and are committed to eliminating any risk of it in our supply chain.

## OUR BUSINESS

Meadow is the UK's largest independent dairy and a leading supplier of speciality ingredients to the food industry. We have four UK factories located in Cheshire, Yorkshire, Peterborough and Dolgellau employing over 450 staff. Collectively, we manufacture a full range of dairy ingredients including Butters, Fresh, Cultured and Sweetened products, plant based dairy alternatives, as well as inclusions, decorations and toppings for some of the world's leading food manufacturing businesses. All of our sites are regularly internally audited against the SMETA (Sedex Members' Ethical Trade Audit) 4 Pillars Standard: Health and Safety, Labour Standards, Business Integrity and Environment.

## OUR SUPPLY CHAIN

We are committed to our corporate social responsibilities at local, national and international level. We internally review our supply chains to assess both human trafficking and slavery risks. We have a sound document management system that ensures all steps of the supplier approval process are followed.

We recognise and understand the complexities associated with the existence of modern slavery and its potential impact on global supply chain networks and we are committed to working with our Suppliers, Customers, Regulatory Authorities and other parties and organisations to support

the development of long-term solutions to this issue. We are fully committed to ensuring that we purchase only from legitimate companies that meet all appropriate legislation and are not in any way engaged or associated with modern slavery or human trafficking.

We internally review our supply chain to evaluate modern slavery and human trafficking risks, and we review all aspects of the supply chain including: safety; human trafficking; child labour and other legal requirements. We are members of Sedex (Supplier Ethical Data Exchange) and are regularly audited by third parties.

## OUR POLICIES

Following a review of our current policies, we believe that our present arrangements offer sufficient protection to all workers. In addition to policies that protect all workers from mistreatment, we have a robust and effective Whistleblowing Policy which we are confident provides a mechanism for any employees who may wish to raise modern slavery/human trafficking as an issue. Our policies and procedures are continually reviewed to ensure we remain compliant with all current legislation.

## OUR KNOWLEDGE, AWARENESS & COMMUNICATION

We publish this statement on our website and communicate it to our suppliers as part of our Supplier Approval process. We also communicate the issue of modern slavery and human trafficking throughout the business. However, we understand that combating modern slavery and human trafficking will be an ongoing process and we endeavor to continue to reduce the risks of this being present within our supply chain year on year.

This statement has been approved by the Board of Meadow Foods Ltd.

Raj Tugnait, CEO, Meadow Foods Limited.

Signed:

