

Modern Slavery Statement - 2025

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Filippo Berio UK Ltd has a zero-tolerance approach to modern slavery and is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers.

Organisation structure

Filippo Berio UK Ltd is the UK sales, marketing and import office. Distributing a range of Olive oil, vinegar and pesto products as well as other branded tomato, pasta and tuna products to customers and consumers across the UK. Filippos Berio UK Ltd is based in Borehamwood and has fewer than 20 employees.

Filippo Berio UK Ltd has a turnover in excess of the statutory level of £36,000,000 under the Modern Slavery Act 2015.

Supply chains

Our supply chains include:

Suppliers of finished goods

The Tier 1 suppliers are based in the EU. The Tier 1 suppliers have further contractual relationships with lower tier suppliers. The tier 1 suppliers have asked the lower tier suppliers to confirm their compliance combating modern slavery and human trafficking.

We have established long term relationships with most of our finished goods suppliers. This helps to foster security and integrity, including respecting human rights and combating slavery and human trafficking that we, our customers and consumers demand.

Suppliers of services - Storage, logistics and transport

Stock (finished goods) is stored in warehouses in the UK. At the warehouses the goods are picked, packed and dispatched to customers across the UK.

We have a long term relationship with these suppliers. They have clearly defined policies and procedures regarding Modern Slavery and Human trafficking and take active steps to eliminate any risk of modern slavery.

Policies in relation to slavery and human trafficking

Filippo Berio UK Limited has a number of policies that demonstrate compliance with UK employment law. We are committed to ensuring that there is no Modern Slavery or Human Trafficking in our supply chains or in any part of our business.

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Due diligence processes

It is a requirement for suppliers to comply with all applicable local and international laws, which would include those relating to labour used in the supply of finished goods and raw materials. We audit our suppliers annually and they have confirmed that they are compliant.

Risk assessment and management

Almost all of our suppliers have a long term relationship with Filippo Berio UK Limited and all have their own policies and procedures regarding ethical practice and human rights. New suppliers must abide by our Supplier Code of Conduct and confirm their agreement in writing. In addition they complete the Supplier Annual Audit.

Key performance indicators to measure effectiveness of steps being taken

The Supplier Annual Audit measures the compliance of all the Suppliers in relation to Modern Slavery and Human Trafficking.

Training on modern slavery and human trafficking

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will highlight risk to our employees through appropriate training courses. New employees will undertake this training during their onboarding programme.

Employees will be encouraged to identify and report any potential breaches of our Anti Slavery and Human Trafficking Policy.

Further actions

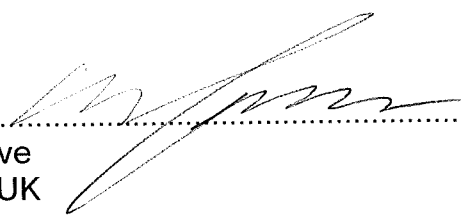
Employees will have refresher training on Modern Slavery and Human Trafficking in 2026.

Place Modern Slavery awareness posters in the workplace to reinforce employee awareness of Modern Slavery.

We are committed to keeping our effectiveness in this area under review to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

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

This statement was approved by: WALTER ZANNA on: 19/02/2026

Signature: 
Chief Executive
Filippo Berio UK

Date: 19/02/2026