

# RAVENDALE FOODS LTD.

## Modern Slavery Statement

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This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Ravendale Foods Limited (the “Company”) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. This statement covers 1 January 2024- 31 December 2024.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Company has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

The Managing Director and Senior Management Team have on-going responsibility for ensuring that the statement is published annually and accurately reflects the company’s measures and initiatives to address modern slavery and human trafficking.

### **Our business**

The Company is a wholesale supplier of meat products based in the North East of England, with an extensive UK-wide customer base. Established in 1983, our primary operation is the manufacture of pork products sold to UK retail, catering and food manufacturing industries.

The Company cooperates with many suppliers within raw food materials, goods for operations, plant and technology supply and other services. We receive goods and services from suppliers across the EU. As a food manufacturer working with production quantity variation, we sometimes rely on temporary agency labour.

### **Our high-risk areas**

An overall risk assessment of modern slavery and where human trafficking could occur has been carried out across our business. We consider the following activities within our business and supply chain to be at the highest risk:

- Suppliers in our supply chain where we do not have direct management control.
- Temporary agency labour hired at our production site.
- Suppliers of transportation, logistics and construction services.

We have implemented robust technical and traceability systems to ensure that our products are responsibly sourced from suppliers whose values are aligned with our own. We have established internal processes which set out to verify our suppliers comply with our high standards, this includes a detailed auditing programme. Our Ethical Trading Policy outlines our standards.

The Company uses labour providers during peak times of the year. We have comprehensive Service Level Agreements in place. All labour providers are required to have Modern Slavery Statements in place. We comply with all UK on-boarding staff requirements.

### **Our policies**

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The following policies ensure that we are conducting business in an ethical and transparent manner:

1. **Ethical Trading policy:** This policy follows the Ethical Trading Initiative Base Code. It specifically addressed the key subjects contained in the Modern Slavery Act as the following excerpt from section 1 demonstrates:

**'Employment is freely chosen: There is no forced or involuntary prison labour at Ravendale Foods Limited. Workers are not required to give deposits or their original identity papers to Ravendale Foods Limited and are free to give reasonable notice.'**

2. **Recruitment policy:** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. **Whistle-blowing policy:** We operate a whistle-blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. **Code of business conduct:** This code explains the way we behave as an organisation and how we expect our employees and suppliers to act.

### **Our suppliers**

The Company operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier.

### **Training**

Our Procurement and Technical team are trained so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Commitment to continuous improvement and review of our recruitment and induction practices.

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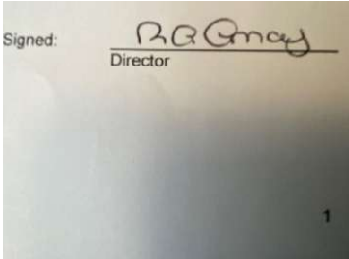
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**Approval for this statement**

This statement was approved by the Board of Directors of Ravendale Foods Limited and will be reviewed on an annual basis.

Managing Director: Raymond Gray



Signature

Date: 30 January 2026