



FAYREFIELD FOODS

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT COVERING THE FAYREFIELD GROUP LTD, FAYREFIELD FOODS LTD, DAIRY SOLUTIONS LTD, FAYREFIELD INGREDIENTS LTD and LOVE FOOD HEAVEN LTD ("The Group")

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1. INTRODUCTION

Modern slavery is a crime and violation of fundamental human rights. It can take 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. The Group is opposed to slavery and human trafficking in any part of our activities or our supply chains and is committed to ensuring that we have adequate policies and procedures in place to identify and prevent these practices.

2. ORGANISATIONAL STRUCTURE

The principal activity of The Group, which is privately owned, is trading in dairy products. Group turnover for the financial year 2025 was approximately £268,000,000. The companies covered by this statement operate only from sites within the United Kingdom. The Spanish subsidiary of The Group is not covered by this statement although it would operate similar standards.

3. OUR BUSINESS

The Group principally trades in dairy products from its headquarters at Englesea House in Crewe, Cheshire. It also stores, cuts and packs products at Fayrefield House in Crewe, Cheshire and Weston Cold Store in Crewe, Cheshire, and at Waymills Industrial Estate, Whitchurch, Shropshire. We offer a working environment where there are equal opportunities, fairness, inclusiveness, mutual respect and diversity. We expect the same from business relationships (incl. joint ventures, suppliers and contractors) and our employees.

4. SUPPLY CHAIN

The substantial majority of our purchases are made from the UK, the EU and New Zealand. We therefore source very little from countries where modern slavery is prevalent and assess our risk of exposure to modern slavery and human trafficking as relatively low. We do however recognise and understand the complexities associated with an international supply chain network and are committed to working with our suppliers,

customers, Regulatory Authorities and other parties to support the development of long-term solutions to modern slavery and human trafficking. We have a sound document management system that ensures all steps of the supplier approval process are followed.

5. POLICIES

The Group deem there is a low risk of modern slavery and human trafficking in our operations and supply chains, however, remains vigilant and committed to ensuring any such instances are not taking place. We recruit responsibly and buy responsibly in compliance with all relevant legal principles.

We have a number of policies to ensure compliance, which include:

- 1) Our Anti-Slavery and Human Trafficking Policy which reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce systems and controls to minimise the risk of slavery and human trafficking taking place in our supply chain.
- 2) Our Code of Conduct Policy promotes that we provide a respectable working environment and that we do not accept discrimination, bullying, harassment or any other form of unacceptable behaviour and we encourage workers to speak up if this code is breached.
- 3) Our Ethical Trading Policy is a core element of the Group's commitment to buy and sell its products responsibly and that all workers should be free from exploitation and discrimination and employees should enjoy conditions of freedom, security and equality. Employees are required to read the Code of Ethics to understand how the Code affects their role and responsibilities. The Group continues to strengthen its current communication with its suppliers to ensure compliance with the Ethical Trading Initiative (ETI) base code.
- 4) The Business Ethics Policy shows our commitment to acting ethically and demands that each of our business units and all our employees and Directors carry out their business and perform their duty to the highest of ethical standards and in compliance with all relevant legal principles.
- 5) Our Forced Labour Policy dictates that the Group will not use any forced or involuntary labour, whether prison, bonded indentured or otherwise. This is being achieved by ensuring that all the employees work voluntarily without any pressure from their superiors or subordinates.
- 6) Our Equal Opportunities Policy, our Social Accountability Policy and our Child Labour Policy are all aimed at our employees and how the Group protects them from harm and promotes welfare of vulnerable groups.
- 7) Our Whistleblowing Policy encourages openness and allows employees, without fear of reprisal, to raise concerns about how other employees are being treated, and about suspect practices within our Group or supply chain. This Policy provides a clear mechanism for employees who may wish to raise modern slavery/human trafficking as an issue.
- 8) Our Supplier Approval Policy, which, with a sound document management system,

ensures that all the steps of the supplier approval process are followed so the Group can continuously evaluate the supply chain to identify modern slavery and human trafficking risks.

All our policies are readily accessible on our internal shared drives, are subject to periodic review and are embedded across our group companies to ensure adoption and compliance. Staff are invited to propose changes in policy and practice in order to better assess and manage risk. Any breach of policy is treated seriously and can result in termination of employment or contract with us.

6. RISK ASSESSMENT

Our approach to modern slavery risks is ongoing and continually evolving. The Directors of The Group have ultimate responsibility for human rights within The Group. Where relevant, the Senior Management team at each location will maintain an ongoing assessment of the risk of exposure to modern slavery and human trafficking.

7. DUE DILIGENCE

The Group internally review our supply chain to evaluate modern slavery and human trafficking risks and whether there are sufficient controls in place.

We are members of Supplier Ethical Data Exchange (SEDEX), a non-profit membership organization dedicated to driving improvements in responsible and ethical business practices in global supply chains and are regularly audited by third parties. Our factory at Crewe, Cheshire has undergone a Pillar 4 SMETA Audit. We continue to strengthen our current communications with suppliers to ensure compliance with the Ethical Trading Initiative (ETI) base code to help promote freedom of association in our supply chain. We may terminate a contract at any time should any instances of modern slavery come to light.

We are committed to respecting human rights and preventing forced labour and human trafficking and acknowledge and embrace our responsibility in all our operations. We continually validate the identity of all employees, permanent and temporary, using only specified, reputable employment agencies to source labour and always verify the practices of any new agency it is using before accepting workers from that agency. Temporary labour is only supplied at our premises by companies accredited by the Gangmasters and Labour Abuse Authority (GLAA). Our established process for recruiting employees includes various pre-employment and rights to work in the UK checks.

To report unethical behaviour, our employees are encouraged to raise any workplace issues they have via our grievance mechanisms. Our Grievance Procedure and Policy outlines how employees can raise a concern or complaint anonymously and is available to all employees regardless of the length of service and provides assurance to any whistleblowers that they will not suffer any detrimental treatment because of raising a genuine concern.

To date, we have received no disclosures of suspected cases of modern slavery in our direct operations or supply chain, and we continue our due diligence to ensure this remains the case.

8. TRAINING AND COMMUNICATION

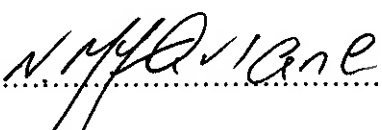
To ensure the required level of understanding of the risks of issues such as modern slavery and human trafficking in The Group and our supply chain, we provide awareness updates in different forms, such as posters and emails, to ongoing training targeted at departmental heads to disseminate amongst the workforces to keep modern slavery prevention visible and top-of-mind. The Groups modern slavery training covers the various forms of modern slavery and how to identify the signs of and what steps to take if this slavery and human trafficking is suspected. We will continue to provide Modern Slavery and Human Trafficking Awareness training throughout the coming year.

Our recruitment process also defines our stance on slavery and human trafficking, both in making sure that new employees are aware of our policies and ensuring that our employment packages are fair and all employees learn about our Code of Conduct. Policy documents are made available to all staff on induction and are also available on our internal shared drives.

9. NEXT STEPS

We understand that combating modern slavery and human trafficking will be an ongoing process and we endeavour to continue to review the risks of this being present within our supply chain year on year. We will continue to review all training and awareness updates on modern slavery and continue to promote uptake of such by all staff and directors and respond to guidance and changes in legislation on modern slavery and human trafficking. The Group will continue to publish a Modern Slavery and Human Trafficking Statement in accordance with its legal obligations and responsibilities and this 2025 statement will be added to the Government register after publication.

The Fayrefield Group statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Slavery and Human Trafficking Statement for the financial year ended 31st December 2024. It has been approved by the board of Directors on 24th June 2025 and will be reviewed annually.

Signed 

D. N. McFarlane (Managing Director)

**On behalf of: THE FAYREFIELD GROUP LTD, FAYREFIELD FOODS LTD,
DAIRY SOLUTIONS LTD, FAYREFIELD INGREDIENTS LTD and LOVE FOOD
HEAVEN LTD.**

Date: 30th June 2026

