

Modern Slavery Statement

Bradburys Cheese has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships. We expect the same high standards from all our contractors, suppliers and other business partners. We expect them to adopt the same zero tolerance approach to the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

We are committed to fostering a culture of accountability, integrity, and respect for human rights and as a business we follow the requirements of the Ethical Trade Initiative (ETI), requiring all suppliers to comply with this. This Statement, which is reviewed on an annual basis, has been approved by our Board of Directors

Organisation's structure

Bradburys is one of the most diverse companies in the cheese business - Sourcing cheese from over 120 cheesemakers ranging from small artisan producers to global high-volume brand owners. Likewise, Bradburys supplies these cheeses to a range of retailer, discount, cash and carry, and foodservice caterers throughout the United Kingdom and for export. Bradburys focus is on product excellence which is achieved through tight quality control.

We have 173 employees.

The Company had an annual turnover of £67 million in 2024/2025.

Our supply Chains

Our supply chains include in the region of 120 suppliers, our direct suppliers are both UK and EU based and support our business in the provision of products, materials, equipment and professional services. We have no reason for concern in relation to any current member of the supply chain and their compliance with the Modern Slavery Act.

Our policies on slavery and human trafficking

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. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We take responsibility for conducting and growing our business in a sustainable and responsible manner. We understand the impact our activities can have on the environment and society and endeavor to ensure we eliminate or mitigate the risk of negative impacts. We have committed to incorporating sustainability into our business strategy and adopting sustainable decision making as an integral part of the way we do business. To that end, we adopted policy statements in relation to group sustainability, sustainable procurement and corporate social responsibility, all of which are available internally.

We have registered with Gangmasters and Labour Abuse Authority to check our labour providers within our industry to support the objective of eradicating slavery and labour exploitation in the sector.

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Our Anti-Slavery Policy sets out our approach to modern slavery and applies to everyone working directly or indirectly for or with us. We recognise that appropriate training on modern slavery and the use of forced, compulsory or trafficked labour will increase awareness among our people as well as mitigating the risk within the business and the supply chain.

Training and Education

Bradburys cheese operate strict adherence to the Ethical Trading Initiative Base Code (ETI Base Code). This is founded on the conventions of the internal labour Organisation and is an internationally recognised code of labour practice. The company is also a member of Sedex, the supplier Ethical Data Exchange which is a not-for-profit membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chain and monitors adherence of all members against the principles of ETI Base Code. Bradburys Cheese requires suppliers to be Sedex registered.

The Company uses only specific, reputable employment agencies to source labour and verifies the practices of any new agency before accepting workers and continues to carry out periodic audits to ensure continual compliance we will continue to review and update our own practices in line with such organisation as GLAA (Gangmasters & Labour Abuse Authority).

We have trained all our senior managers in Modern Slavery Act and provide training on stronger together. Our procurement team also take the CIPS course or refresher training. We display posters on the noticeboards at all sites drawing attention to Modern Slavery.

We have included in our company induction Stronger together training on modern slavery advising our people on the warning signs to look out for where there may be incidences of modern slavery and advising them how to report any concerns.

The business approach to the prevention of modern slavery has stakeholders buy in from the Board levels and senior management within our organisation. The policy has been considered and formally ratified by the board.

As part of our supply chain accreditation process, we assess our supply chain against the Modern Slavery Act 2015 and we include our Anti- Slavery Policy in our contracting processes to ensure our supply chain are aligned against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude.

We have a clear, unambiguous approach to any supplier or business partner who falls foul of this legislation and a contingency plan is in place in respect of key suppliers. We protect anyone who brings concerns about modern slavery to our attention.

Processes for preventing slavery and human trafficking.

As part of our initiative to identify and mitigate risk, we are assessing our supply chain to check compliance with modern slavery requirements, as part of which we will set out our expectations in relation to modern slavery and request that they make the same commitment.

Modern slavery compliance will be an integral part of our supplier approval and re-qualification processes checked by our Technical Department.

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We have an accepted approach for suppliers who breach the Modern Slavery Act and this is to be communicated to our supply chain and business partners.

We are satisfied that we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Our effectiveness in combating slavery and human trafficking

We understand that it is difficult to establish where individuals are being subject to modern slavery, the early warning mechanisms we implemented and that are still in place will help assist us in identifying possible abuse, these include

- Salaries- payments being diverted from individuals and paid to a third-party using cash or cheque or being paid via the same bank account.
- Accommodation- multiple occupancy at the same address
- Statutory rights-lack of understanding of their basic statutory rights such as entitlement to sick pay, holiday pay and other benefits.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and applies to all companies in our Group including our parent companies, Shirevale and NCC. It constitutes our Group's slavery and human trafficking statement for the financial year ending 31st December 2019 and outlines the steps we have taken as an organisation to assess our operations and supply chain and mitigate any risk of slavery and human trafficking.

Recruitment

Bradbury cheese negotiates T&C's and SLA's with our recruitment agency partner used within the business to ensure they contain adequate contractual structures to mitigate slavery.

A robust recruitment policy and set of practices exist, in line with UK legislation, including right to work document checks, contracts of employment and ensuring that personal information provided is genuine. Our Recruitment and HR functions have access to their specialised training. We work together with our recruitment agency partners to ensure compliance to the Fair's Fair Programme established by ALP.

Our labour provider is audited before commencing supply and then routinely at site level (including worker interviews). In addition, an annual compliance audit is completed centrally. Further to this our recruitment agency partner are required to commit to the requirement of our Responsible Sourcing policy

George Paul

Managing Director