

# Modern slavery statement for financial year 2023

## INTRODUCTION

Penasul UK Limited is committed to the highest standards of ethical conduct and integrity in its business activities. We recognize our responsibility to combat modern slavery and human trafficking and are dedicated to ensuring that our operations and supply chains are free from such practices. This statement outlines the steps we have taken and continue to take to prevent modern slavery within our business and supply chains.

Due to the worldwide nature of our business, we acknowledge the complexity of global supply chains and the potential risks associated with them. We understand that the agricultural and food production sectors can be vulnerable to modern slavery and human trafficking due to factors such as seasonal labour, subcontracting, and geographical remoteness. To mitigate these risks, we have built close, longstanding partnerships with key suppliers, promoting integrity and transparency in our products and services. The vast majority of our goods are sourced within the JBS S.A. Group, which enhances the knowledge and trust we have in our supply chains.

We are focused on promoting all aspects of our team members' well-being, including health and safety as a condition, diversity and inclusion, mental health support, financial support, recruitment and retention and leadership development. We have a zero-tolerance approach to Modern Slavery and are committed to behaving responsibly and respectfully and will take the required steps to protect human rights in our own operations and across our supply chain.

## OUR BUSINESS

Penasul UK Limited is an importer and distributor of poultry products, established in Borehamwood, UK. We procure the vast majority of our products from our parent company Seara Alimentos Ltda (wholly owned subsidiary of JBS S.A.) in Brazil. Our customers include retailers, manufacturers and wholesalers in the UK and we operate predominantly as a sales office, our team consists of dedicated employees focused on delivering exceptional sales and customer service, with all logistics and transportation services outsourced to third-party providers.

We are wholly owned by our ultimate parent company, JBS S.A., which is headquartered in São Paulo, Brazil, employing 250,000 colleagues globally.

## OUR COMMITMENT

We are unequivocally committed to preventing slavery and human trafficking in our operations and supply chains. Our approach is guided by the principles of transparency, fairness, and accountability.

## SUPPLY CHAIN DUE DILIGENCE

Our primary supplier is our parent company Seara Alimentos in Brazil, with whom we have established long-standing and trusted relationships. Our parent company adheres to stringent ethical standards, including compliance with all local and international laws regarding labour and human rights.

We plan to take the following steps to mitigate the risk of modern slavery in our supply chain in the years to come:

- Supplier Audits: Conducting regular audits and assessments of our parent company and other key suppliers to ensure compliance with our ethical standards and relevant legislation.
- Contractual Obligations: Including specific clauses in our contracts with suppliers that require adherence to anti-slavery policies and allow for termination of the contract in case of violations.

## **EMPLOYEE AWARENESS AND TRAINING**

Our employees are critical to maintaining our ethical standards. To support them, we plan to provide in the years to come:

- Training: Regular training sessions on recognizing the signs of modern slavery and understanding our company's policies and procedures for reporting concerns.
- Whistleblowing Policy: A robust whistleblowing policy that ensures employees can report any suspicions of modern slavery without fear of retaliation.

## **CONCLUSION**

Penasul UK Limited maintains a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place within our supply chains.

This statement has been approved by the board of Penasul UK Limited and is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 2023.

Wesley Mendonça Batista Filho

Director