Modern Slavery and Human Trafficking Statement

1. Introduction

This statement sets out Philip Dennis Foodservice's actions to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking within our own business and our supply chains. This statement relates to actions and activities during the current financial year.

We are absolutely committed to preventing slavery and human trafficking in our business activities, and to ensuring that our supply chains are free from slavery and human trafficking.

2. Organisational structure and supply chains

Philip Dennis Foodservice is a family owned regional wholesaler, supplying customers throughout the South West, Oxfordshire and the Midlands with a complete range of frozen, chilled, and ambient foods together with fresh meat from Dennis Family Butchers and fresh fish from Dennis Family Fishmongers.

We currently operate in the following locations:

Ilfracombe Depot (Head Office and Registered Office) Mullacott Cross Industrial Estate Ilfracombe Devon EX34 8PL

Oxford Depot Ducklington Mill Ducklington Witney Oxon OX29 7UU

Midlands Depot 1-6 Dudley Central Trading Estate, Shaw Road, Dudley DY2 8QX

Dennis Family Butchers Brannam Crescent Roundswell Business Park Barnstaple Devon EX31 3TD

Dennis Family Fishmongers Unit 4, Oakwood Close Roundswell Industrial Estate Barnstaple Devon EX31 3NJ

3. Our supply chains

We expect all those in our supply chain to comply with our zero tolerance approach to slavery and human trafficking. Suppliers are required to demonstrate that they act ethically and within the law in their use of labour. Where suppliers are unable to demonstrate this standard, we will look to terminate the business relationship.

The Directors are responsible for compliance in their respective departments and for their supplier relationships.

4. Relevant Steps

We operate the following policies and procedures to identify modern slavery risks and prevent slavery and human trafficking in its operations:
Whistleblowing policy We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the company. This includes any circumstances that may give rise to an enhanced risk of slavery or human

trafficking. Our whistleblowing procedure is designed to make it easy for individuals to make disclosures, without fear of retaliation.

Business Ethics Policy The company's code makes clear to employees the actions and behaviour expected of them when representing the Company. We strive to maintain the highest standards of employee conduct and ethical behaviour when managing our supply chain.

Recruitment and use of agency staff We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency we use using before accepting workers from that agency. Philip Dennis Foodservice ensures that all potential employees have the legal right to work in the UK and that relevant employment legislation is adhered to.

5. Due diligence

The company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

Where possible, we build long standing relationships with local suppliers and make clear our expectations of business behaviour.

We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

We expect each supplier in the food chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the food chain.

6. Performance indicators

We use the following key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- • Use of the Whistleblowing policy in relation to Modern Slavery and Human Trafficking
- • Reviews of our recruitment and payroll systems to ensure recruitment practices remain legally compliant
- • Reviews with our direct suppliers to understand the level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

7. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff.

All Directors have been briefed on the subject.

8. Board Member approval

This statement has been approved by the company's board of directors, who will review and update it annually.

Director's signature:

P. Dennis

Director's name:

Peter Dennis

Date: 30/10/2024