



Modern Slavery Statement

Scope: This statement applies to, and is published on behalf of, Smithfield Foods Group Ltd and Smithfield Foods Ltd

Smithfield Foods Group Ltd (SF UK) and its subsidiaries are committed to ethical and socially responsible conduct in the workplace and to the protection and advancement of human rights.

This statement sets out SF UK's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business and its supply chains. This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2022.

Organisation structure, business and its supply chains

SF UK is wholly owned by Smithfield Foods Inc. (US), which is a wholly owned subsidiary of WH Group Limited (HKEX: 0288).

SF UK imports pork and poultry products from group owned businesses in Poland, Animex Foods sp z.o.o (Animex), and Slovakia/Hungary (Mecom s r o). There are currently 11 production sites in Poland and 4 in Slovakia/Hungary. Livestock is sourced from a combination of company owned and contracted farms, as well as procuring on the open market. SF UK supplies products to a range of customers within the UK and Ireland, including the retail, foodservice, wholesale and manufacturing sectors.

SF UK does not own any manufacturing or distribution assets in the UK and all UK supply chain activities are related to the distribution and storage of products is outsourced to third parties.

Performance Indicators

Effectiveness in ensuring trafficking is not taking place - Due Diligence Processes

Smithfield Foods Ltd is an AB member of SEDEX (Supply Ethical Data Exchange), a not-for profit organisation which is dedicated to driving improvements and ethical business practices in global supply chains. Animex and all its 11 production sites are B members of SEDEX. A requirement of membership is the completion of a Supplier Audit Questionnaire (SAQ), enabling both our organisation and our customers (who are members of SEDEX) to view the ethical data of the supply sites. In addition, a total of 5 Animex sites have been subject to an independent ethical audit. Mecom s r o, are not members of SEDEX.

Within the last 12 months a member of the Technical Team has attended the Stronger Together 'Tackling Modern Slavery in Global Supply Chains' training workshop. In order to ensure there is no modern slavery or human trafficking within our supply chain we will undertake the following steps in the next 12 months:

- continue to risk assess third party suppliers via the supplier questionnaire
- encourage Mecom and all its supply sites to become members of SEDEX.

- Operations Team, to undertake Stronger Together Modern Slavery Training.

Policies

Smithfield Foods Inc. has a global Code of Business Conduct and Ethics which sets out its commitment to ethical trading. The Code of Conduct includes, among other things, certification that employees will comply with all applicable laws and regulations. Human trafficking and slavery is a violation of such law and would constitute a breach of our Code of Conduct and could lead to disciplinary action against the employee, including dismissal.

Smithfield also has a Whistleblowing Policy and a confidential, Freephone hotline for employees to voice any concerns they may have. The Whistleblowing Policy and hotline number is provided to all staff upon commencement of employment and numbers are displayed on noticeboards to ensure all staff have access.

Training provided to staff

Modern Slavery training is provided to all new staff as part of their Induction training. As well the Company's Code of Conduct all SF UK employees are required to complete a certification upon induction confirming they understand and will adhere to our Code of Conduct, as noted above.



Ian Lindsay
Managing Director

24 July 2023