

## MODERN SLAVERY STATEMENT

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes Freiberger UK Ltd Slavery and Human Trafficking Statement for the foreseeable future.

### Organisational Structure

Freiberger UK Ltd is a wholly owned subsidiary of Freiberger Lebensmittel GmbH & Co based in Berlin Germany.

Freiberger UK Ltd supplies leading UK food retailers with frozen private label pizzas. Our manufacturing facilities which supply all finished product are all based within the EU. The manufacturing supply chain is predominantly based in the EU

Freiberger UK Ltd employ 12 people within the UK at the company office in Spalding, Lincolnshire.

### Policies, Standards and Practices

Freiberger Group of companies are members of the Supplier Ethical Data Exchange (SEDEX) scheme.

We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Supplier agreements are required to demonstrate they provide safe working conditions, treat workers with dignity and respect and act ethically and within the law in their use of labour.

All suppliers within the manufacturing supply chain are regularly risk assessed and monitored through an auditing programme conducted by our central Quality department

Potential new suppliers to the Freiberger Group are subject to due diligence before being considered.

Freiberger Group through its membership of the SEDEX organisation encourages its suppliers to also become members of the scheme. Supplier non compliance with the Modern Slavery Act will lead to the termination of the business relationship

### Recruitment

Direct recruitment includes a process to identify if applicants are being exploited through asking and recording

1. How the worker found out about the work
2. Whether the worker has paid anyone or will pay anyone to obtain the work
3. Whether the worker has paid anyone to get into the UK if newly arrived

### Training

Staff are made aware of the requirements of the Modern Slavery Act 2015 through in house training ensuring they understand how to identify and act accordingly when reporting concerns.

### Approval

This statement has been approved by the Freiberger UK Managing Director who will review and update as required.