



Modern Slavery and Human Trafficking Statement

Financial year ending 31 October 2025

1. About this statement

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the "Act") and constitutes the slavery and human trafficking statement of Leprino Foods Ltd ("Leprino", "we", "us" and "our") in respect of the financial year ending 31 October 2025.

During the period covered by this statement, we changed our financial year-end from 31 December to 31 October to align our fiscal year with Leprino Foods Company's November–October cycle. In 2025, this resulted in a shorter fiscal year of January to October (10 months).

This statement sets out the actions we have taken during the period to prevent modern slavery and human trafficking in our business and supply chains. We recognise that these abuses can be hidden and difficult to detect, and we remain committed to constant vigilance and continuous improvement.

2. Our business

We are a leading dairy business manufacturing in excess of 90,000 tonnes of mozzarella cheese serving both restaurant and business-to-business sectors. We employ approximately 400 people across the UK. Our production facilities are located in Wales and Northern Ireland, with our head office in Northwich, Cheshire.

3. Our supply chains

Our supply chain spans procurement of raw materials, packaging, transportation and services, including global suppliers. However, the majority of our direct suppliers are based in the UK. We operate to high food quality and safety requirements and expect our suppliers to meet our standards and comply with all applicable laws, including human rights, labour, health and safety legislation.

4. Our commitment, governance and policies

We take a zero-tolerance approach to modern slavery and human trafficking and act with integrity in all our dealings, relationships and supply chain. Our approach is underpinned by our internal policies and procedures and is grounded in the UN Guiding Principles on Business and Human Rights.



Key policies and standards that support our approach include:

- Code of Conduct
- Anti-Bribery and Corruption Policy
- Ethical Policy
- Human Rights Statement
- Dignity at Work Policy
- Speak Up (whistleblowing) Policy

Roles and responsibilities: Operational leaders at each site are responsible for ensuring appropriate processes and controls are in place to comply with relevant legislation and our policies, supported by central functional leads.

This statement is approved at the highest level within the business and is signed on behalf of Leprino Foods Ltd.

5. Risk assessment and due diligence

We continue to review and strengthen our risk assessment and due diligence processes. As part of our compliance framework, we take the following steps:

- Annual independent audit of each manufacturing site through our Risk Management Process.
- Supplier approval processes, including visibility and review of suppliers' own modern slavery / human trafficking policies where available.
- Assessing and monitoring potential risks in our supply chain, including labour practices and recruitment methods.
- Working with registered agency-based labour providers where used, and reviewing provider controls as part of our oversight.
- Membership of SEDEX to support customer relationships and supply chain management, including use of relevant ethical audit information such as SMETA reports where applicable.

6. Training and awareness

We promote awareness and capability across our workforce. We continue to partner with the non-profit organisation Stronger Together to deliver training and information to employees, promoting fair work free from exploitation. We also reinforce expectations through induction, internal communications and manager briefings.

7. Reporting concerns and remedy

We encourage anyone working for or with Leprino to report concerns without fear of retaliation. We operate an independent and confidential whistleblowing hotline, accessible by phone or website 24 hours per day, 365 days per year, which is promoted through the business and included in induction.

Any contact with the hotline is escalated to a trusted manager for appropriate investigation and action, in line with our Speak Up Policy. Where issues are identified, we will take steps to address them promptly and work with relevant parties to remediate.

8. Our focus during FY2025 (year ending 31 October 2025)

The period remained externally challenging, with ongoing trading instability and cost pressures, although inflation showed signs of easing compared with prior periods. Internally, we renewed our focus on people and culture, with significant emphasis on employee engagement, development and capability-building, alongside continued focus on health, safety and wellbeing supports. These priorities strengthen resilience and support a culture in which exploitation is less likely to occur and more likely to be detected and addressed.

9. Measuring effectiveness

We are committed to reviewing the effectiveness of our policies and procedures and improving our measures to manage identified risks. We monitor performance indicators including:

- Recording and analysis of reports/concerns raised through the whistleblowing hotline.
- Tracking of employee training in modern slavery and ethical trading.
- Periodic review and audit of labour providers, where used.
- Review of SMETA audit reports and other supplier assurance information, where applicable.
- Review of supply chain risk assessments.
- Continuous improvement through review of recruitment and induction processes.

10. Priorities for the next financial year

In the next financial year we will continue to strengthen our approach by maintaining training and awareness, enhancing supplier engagement and assurance, and continuing to embed our people and culture initiatives that encourage speaking up and fair treatment.



Approval and signature

This statement has been approved by the Board of Directors of Leprino Foods Ltd and is signed on behalf of Leprino Foods Ltd.

Signed:

A handwritten signature in blue ink, appearing to read 'Paul Vernon'.

Name: Paul Vernon

Title: Chief Executive

Date: _____