



Modern Slavery Statement 2025

May 2026

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Introduction

Pilgrim's Europe is a trading name for all Pilgrim's Pride Corporation-owned entities in the UK and Europe. Combined, we are a leading food company in the UK and Europe, with over 40 sites across the UK, Ireland, France, and the Netherlands.

Together, we are a leader in producing high-quality, sustainably produced food in partnership with local UK farmers through our poultry, pork, and lamb supply chains. We produce own-label fresh chicken, pork, and lamb; chilled and frozen ready meals; snacking and added-value ranges; as well as top UK and Ireland brands, food service, and wholesale products for multiple markets. We work with a range of global suppliers that provide ingredients for our products.

OUR ICONIC UK BRANDS INCLUDE:



Our vision is to become the best and most respected company in our industry, creating the opportunity for a better future for our team members.

This statement covers the activities of Pilgrim's Europe, UK entities, in particular Pilgrim's Pride Ltd. (Pilgrim's UK and Pilgrim's UK Lamb), hereafter known as Pilgrim's UK., Moy Park Ltd (Moy Park, Moy Park France, Moy Park Beef Orleans and Albert van Zoonen B.V.), hereafter known as Moy Park, and Pilgrim's Food Masters Group, (Pilgrim's Food Masters UK Limited, Kitchen Range Foods, Pilgrim's Food Masters Ireland Limited, Oakhouse Foods Limited and Rollover Limited), hereafter known as Pilgrim's Food Masters. All are part of the global Pilgrim's Pride Corporation, a Nasdaq-listed, US-headquartered company.





Pilgrim's Europe Modern Slavery Policy

[Read here](#)

Our Commitment

We are focused on supporting our team members during their time with us, including health and safety as a condition, mental health support, **financial support, safeguarding, responsible recruitment and retention policies** and leadership development opportunities. We have a zero-tolerance approach to Modern Slavery. We are committed to behaving responsibly and will take the necessary steps to respect human rights in our operations and throughout our supply chain.

HOW WE STAY COMMITTED:

- We regularly review and improve our practices through effective due diligence and risk assessment, raising awareness of Modern Slavery and collaborating to protect the most vulnerable groups in our society.
- Pilgrim's Europe also has an Ethical & Human Rights Policy that follows best practices in due diligence as outlined in the [UN Guiding Principles on Business and Human Rights \(UNGPs\)](#).
- We also have a Child Labour Remediation policy that details how we would handle any cases of child labour discovered in our business or supply chains.

- We operate our business in compliance with the Ethical Trading Initiative Base Code, which is based on the core conventions of the International Labour Organisation (ILO) and the United Nations Universal Declaration of Human Rights.
- All our employees are required to sign and agree to our [Code of Conduct](#) annually. All employees receive training on modern slavery awareness in their induction.
- All our suppliers are required to comply with our Supplier Code of Conduct and standard terms & conditions. These documents include relevant sections on labour and human rights, as well as our supplier's Modern Slavery policies, procedures, and reporting requirements.
- This statement covers the work undertaken during **the financial and calendar year 2025**.
- **In line with the Home Office's new Transparency in Supply Chains (TISC) Statutory Guidance, released in February 2025, we plan to improve our reporting transparency year on year.**
- All policies are reviewed annually and detail who is responsible for each policy, the processes that underpin it, and ownership within the business.

2025 Highlights

8



We conducted 8 worker welfare audits, led by intelligence.

3

Number of HRIAs (Human Rights Impact Assessment) completed since 2022. 2025 focus was in our rice supply chain.

100%



Of direct key raw material suppliers registered and verified via Sedex.

4

We reduced the number of recruitment agencies we use from 10 to 4 and strengthened our governance to reduce the risks of modern slavery for agency workers.

17



We have offered 17 work placements since 2022 to victims of Modern Slavery through our partnership with Bright Future Co-operative.

85m

Datapoints assessed in new sustainability risk management system EIQ by LRQA.



Our Business

Pilgrim's Europe is a top UK and European food company, producing own label and branded fresh chicken, pork and lamb, as well as authentic chilled and frozen ready meals, snacking ranges, added value and food service products. We're proud to partner with local farmers across our poultry, pork, lamb and beef supply chains to supply sustainable, quality food to our customers. We do this through a number of different specialist companies:



Our Values

Our strategic pillars are based on being a valued partner with **key customers, relentlessly pursuing operational excellence, safe people, safe products and healthy attitudes, and developing a unique portfolio of diverse, complementary business models.**



Pilgrim's UK



Pilgrim's UK offers a diverse range of high-quality, cost-effective, and innovative products to the retail, wholesale, and foodservice sectors across the UK. The business is the country's number-one producer of higher-welfare pigs. Pilgrim's UK lamb is a leading provider of farm-assured lamb. **We also export lamb and pork products around the world.**

Moy Park



Moy Park produces a diverse range of poultry products across fresh primary, coated, and ready-to-eat categories, supplying leading retailers and foodservice providers with high-quality poultry. The business is Northern Ireland's largest private-sector business, and one of Europe's leading poultry producers. Moy Park also produces a range of snacking products and desserts.

Pilgrim's Food Masters



Pilgrim's Food Masters produces high-quality and authentic chilled and frozen ready meals. The business sources from global suppliers, broadly categorised into meat, ingredients, packaging, and indirect suppliers. This includes **purchasing raw materials through to finished factored goods** ready for further redistribution.

Our Business

Pilgrim's UK Farms

In our pig agricultural supply chain, we typically engage farmers in long-term agreements that allow them stability and a guaranteed buyer for their products. This removes the need for them to rely on market pricing for their products.

All of our farms are assured to [Red Tractor Standards](#). Our RSPCA farms are assured to both [Freedom Food](#) and Red Tractor Standards.

41%

41% of our lamb is from Wales, with the remainder from across England and Scotland.

40

of these lamb farms are certified organic.

FARM TYPE	TOTAL FARMS
Red Tractor Finishing Farms	288
Outdoor Breeding/RSPCA Assured Finishing Farms	394
Outdoor Breeding/RSCPA Nurseries	97
Outdoor Breeding/RSPCA Assured Breeding Farms	73
Organic Pig Farms	2
Free Range Breeding Farms	9
Free-range finishing farms	29
Lamb Farms	1,500
Organic Lamb Farms	40



Our Business

Moy Park Farms

In our chicken supply chain, Moy Park operates a mix of owned farms and farmers we contract, a number of which are long-term.

Our owned and contracted farms are audited to Red Tractor and customer standards. Our Free Range farms are audited to the Red Tractor and RSPCA standards. Our Organic Farms are audited to the Organic Farmers & Growers Standard. Our breeding farms are audited to Red Tractor and customer standards.

Moy Park also operates three feed mills and a haulage company.

FARM TYPE	TOTAL FARMS		
	GB	NI	Total
Breeder (Contract)	13	93	106
Breeder (Owned)	21	3	24
Broiler (Owned & Contract)	77	278	355
Broiler Owned Farms	9	1	10
Free Range	0	50	50
Organic	0	40	40
Red Tractor Assured	120	465	585
RSPCA Assured	0	41	41
Total	240	971	1,211



40

of these farms are free range.



50

of these total farms are organic.

Our Business

Manufacturing Sites & Employees

Breakdown of Pilgrim's Europe Employees by company

	HEAD OFFICE	UK & ROI SITES	OWN EMPLOYEES	AGENCY EMPLOYEES*
		11	4,318	713
	1	12	8,177	981
		7	3,136	335
TOTAL	1	32	15,631	2,029

Key:

- Pilgrim's UK
- Moy Park
- Pilgrim's Food Master's

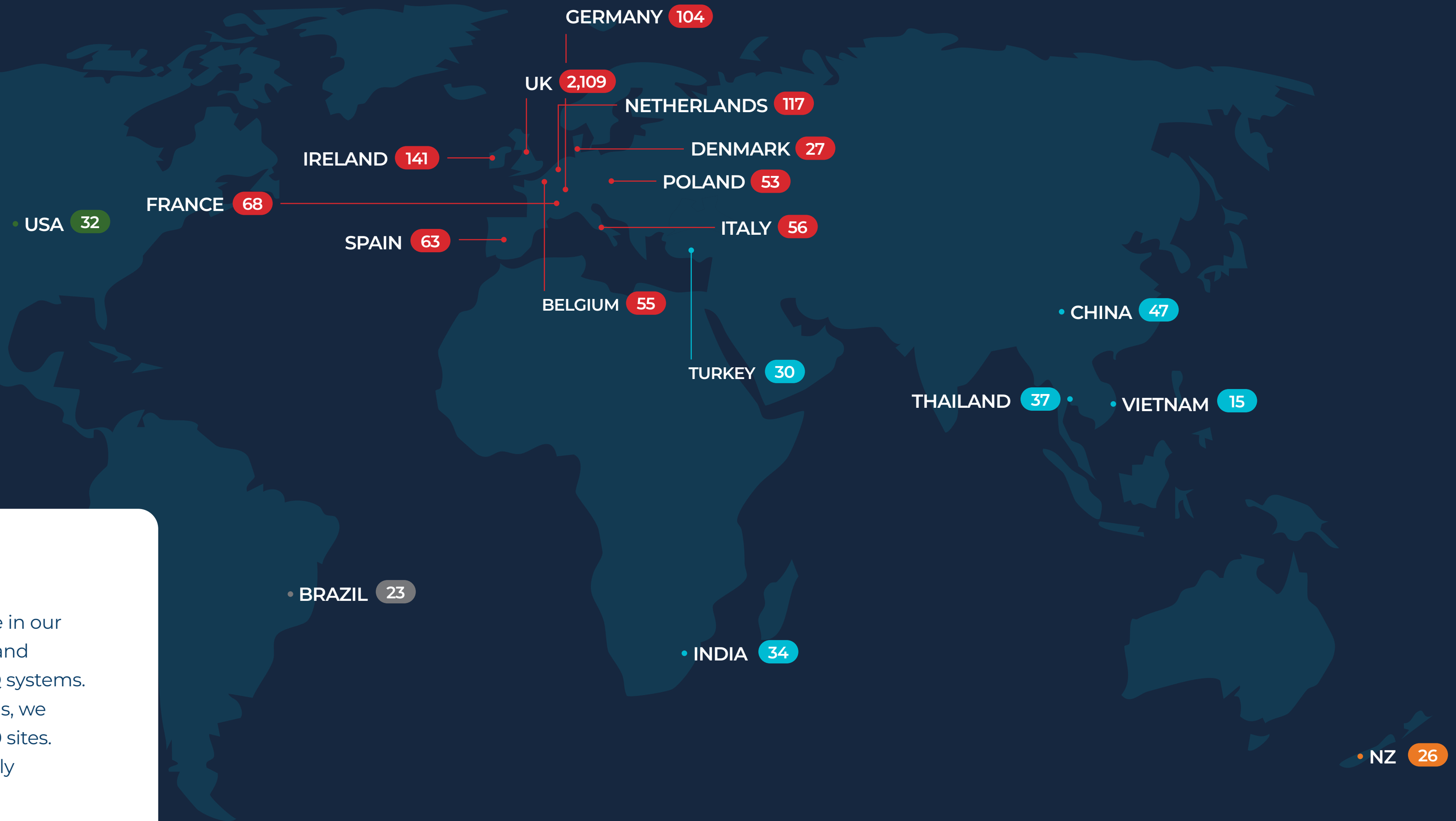
17,000+

Pilgrim's Europe employees across 35 sites in the UK and the Republic of Ireland.

*the number of agency workers flexes during the year

Our Business

The number of suppliers sites by country where we source ingredients and components to make our products.



SOURCING

We procure ingredients and components for use in our products from all over the world. We risk assess and monitor all supplier sites by using Sedex and EIQ systems. Within our farms and our extended supply chains, we purchase from over 60 countries from over 3,000 sites. Please see the infographic for the most frequently sourced countries.

Our Approach

OWN OPERATIONS - POLICIES AND TRAINING

All our employees are required to sign and agree to our [Code of Conduct](#) annually. Our Code is comprehensive, but its purpose is simple: everyone must act ethically, always doing the right thing, regardless of the situation, as well as work transparently and honestly, in compliance with the law in every action and decision.

Pilgrim's Europe also has an Ethical & Human Rights Policy that follows best practices in due diligence as outlined in the [UN Guiding Principles on Business and Human Rights](#) (UNGPs).

We also have a Child Labour Remediation policy that details how we would handle any cases of child labour discovered in our business or supply chains.

We also have a separate Modern Slavery Policy. We operate a zero-tolerance policy around Modern Slavery.

During 2025 we redesigned and updated our training for managers and supervisors. This training covers spotting the signs and what to do if you suspect you have found a potential victim of Modern Slavery. This training is mandatory for anyone who manages or supervises and will be rolled out during 2026.

Furthermore in 2025, we updated our induction plan for agency and direct workers to include more detailed information on modern slavery and spotting the signs. We also upskilled the learning and development team to deliver this.

All employees receive training on modern slavery awareness in their induction.

We have also developed training for our farms on spotting the signs of modern slavery and how to react if you have any suspicions. This was developed in partnership with Slave Free Alliance and will be rolled out during 2026.



100% of our employees

Are required to sign and uphold our Code of Conduct every year.



Our Approach

OWN OPERATIONS - Recruitment Processes & Agency Usage

Our directly employed workers are recruited through several channels, including direct recruitment by our in-house recruitment team in the UK, the conversion of existing agency workers to direct employment, and the Skilled Worker Scheme, operated by the Home Office. Due to new visa rules in 2025, we are no longer able to employ new butchers at our sites but we can continue to employ those already here on the scheme. These were recruited via a GLAA-registered agency from the Philippines and Nepal. Pilgrim's Europe is a proud supporter of the employer-pays principle, and we ensure that anyone who comes to work with us through that route pays no recruitment fees. This has been independently mapped back to the countries we source from, which confirms this.

We also recruit workers through our parent company's Global Talent Scheme, which enables employees to transfer and work anywhere globally, with support from the wider business.

Agency labour is high risk if not managed correctly. During 2025 we held a tender process within Europe for our agency business. We have now reduced the number of agencies we use down to 6 from 10 previously. We use 4 across our manufacturing sites, 1 for HGV drivers and 1 in agriculture. We have also taken the opportunity to update the agency agreements to include clauses on responsible recruitment, no recruitment fees, and the management of child labour. This helps us to reduce our risk exposure further in this area.



The employer pays principle

No worker should pay for a job - the costs of recruitment should be borne not by the worker but by the employer.



Our Approach

OWN OPERATIONS - RISK MANAGEMENT

Our approach to risk management includes a clear audit programme and Worker Welfare Audits led by intelligence.

All of our owned manufacturing sites are regularly audited by third-party auditors, who publish our audit results on the [Supplier Ethical Data Exchange \(SEDEX\)](#). Sedex is one of the world's largest providers of ethical trade services, working to improve working conditions in global supply chains.

We also run a programme of unannounced worker welfare audits.

In 2025 we conducted 8 worker welfare audits, which were primarily led by intelligence. This is mainly to identify any issues and ensure that our colleagues are being treated fairly, whether they are agency staff or employed staff.

During the year, we responded to intelligence from various law enforcement agencies and investigated an incident involving potential labour abuses. There were no victims of modern slavery directly identified working in our sites, either direct workers or agency workers.



8 worker welfare audits

Were conducted in 2025 which were primarily led by intelligence.



Our Approach

OWN OPERATIONS - WHISTLE-BLOWING

We utilise a whistleblowing hotline, which is operated on our behalf by a third-party company. This confidential hotline offers employees and stakeholders a means to report unethical practices, human rights concerns, and food safety issues. Anyone, including internal employees and external parties, can access our [whistleblowing line](#) to report a problem. This is advertised on our websites, displayed at our sites and is available via our business Code of Conduct. This is available in 19 different languages.



19 different languages

Languages supported by our confidential whistleblowing hotline available to employees and any other external parties to report concerns or issues.





100% of suppliers

are required to meet our ethical trade, human rights, and responsible sourcing standards.

Our Approach

SUPPLY CHAIN - POLICIES

All our suppliers are required to comply with our Business Associate Code of Conduct. This Code of Conduct reaffirms our commitment to conducting business ethically and with integrity and expects business associates to demonstrate the same commitment.

All our suppliers are also required to comply with our standard terms & conditions. These documents include relevant sections on labour and human rights, as well as our expectations on suppliers' Modern Slavery policies, procedures, and reporting requirements.

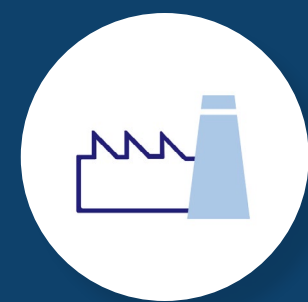
We expect all suppliers to have appropriate policies and procedures in place that enable them to meet the Pilgrim's Europe Human Rights & Ethical Trade and Responsible Sourcing requirements. Supplier policies and procedures shall cover their operations as well as their supply chains. Pilgrim's Europe requirements apply to all suppliers, workers (regardless of contractual status) and all service providers (including labour providers).

Those policies should be communicated to all worked in a language they understand.

In 2025, we developed a comprehensive Responsible Sourcing Policy, including human rights, which we will roll out across our supply chain in 2026.

We will use this to form a structured and consistent approach to engage with our supply chain on modern slavery and broader sustainability requirements.

We take measures to ensure that the same high standards are maintained by all our contractors, suppliers, labour providers and other business partners. As part of our contracting process, we include specific provisions around forced and compulsory labour, and we expect our suppliers will in turn hold their suppliers to the same high standards. We also reserve the right to audit our supplier's processes and procedures to ensure compliance.



1,400

supplier sites assessed through our new sustainability risk management system.

Our Approach

SUPPLY CHAIN - RISK MANAGEMENT

As part of our work to identify and mitigate risk, **we have systems in place which are reviewed regularly to:**

- Identify and assess potential risk areas in our business and supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our extended supply chains.
- Encourage and protect whistleblowers.

Pilgrim's Europe is an AB-registered member of [Supplier Ethical Data Exchange \(SEDEX\)](#). Sedex is one of the world's largest providers of ethical trade services, working to improve working conditions in global supply chains. We use this platform to manage our supply chain relations and risks with both customers and suppliers.

We require all supplier sites with over 30 employees to link to us on Sedex and provide us with full visibility of their site's self-assessment questionnaire

(SAQ) and, if relevant, access to their risk profile and audits carried out by third-party audit companies.

Depending on the risk, we may require them to have an audit carried out before we start work with them. We expect all suppliers in high-risk countries to have audits carried out by a 3rd party every 2 years. We work with suppliers to support them in clearing non-conformances and monitor and report on this internally.

In 2025, we also installed a new sustainability risk management system across our supply chain. This system is called EIQ by LRQA. This powerful software enables us to risk-assess our suppliers against over 85 million data points and over 500k index values. This includes a section on modern slavery risk. We uploaded 1,400 supplying sites initially, which has enabled us to assess our inherent risk and enable conversations with our suppliers based on actual data. During 2026, we are working to use this software at further tiers down our supply chain.

Our Approach

SUPPLY CHAIN - HUMAN RIGHTS IMPACT ASSESSMENTS

As part of our due diligence approach, we commission Human Rights Impact Assessments annually in our business and supply chain across key raw materials supply chains, as identified through our materiality assessments. This is to understand and mitigate our human rights risk in our business and wider supply chain.

A Human Rights Impact Assessment (HRIA) is a process for identifying, understanding, and assessing the potential or actual adverse impacts of a business project or activity on the human rights of those affected, such as workers and community members. It aims to ensure that businesses respect human rights and address any negative impacts they might cause or contribute to.

In 2022, we carried out a world-first HRIA in our pork & lamb supply chain in partnership with Waitrose & Co-Op, publishing our report in 2023.

During 2025, we undertook another world first, a joint HRIA and EIA (Environmental Impact Assessment) into our rice supply chain. In partnership with Sainsburys, Lidl and other key stakeholders such as the Sustainable Rice Platform (SRP), we explored rice supply chains in Uruguay, India and Thailand. We will publish the results of this during 2026.

Our focus for 2026 is on recycled plastics used in food trays, and we are working closely with one of our key suppliers on that. We will publish this in 2027.



Annual

Human Rights Impact Assessments conducted across key supply chains.

[Our website](#) shows the published reports in pork and lamb and our poultry supply chains.

OUR SUSTAINABILITY STRATEGY - GREAT FOOD FOR GOOD

Governance

Oversight of the Sustainability Strategy

Executive-level responsibility for Modern Slavery is assigned to the Chief People Officer, and day-to-day management of Modern Slavery Processes and procedures is delegated to the Social Sustainability Manager, supported by the Head of HR Compliance and HR teams across Pilgrim's Europe.

Board-level oversight is maintained through our Sustainability Strategy. During 2025, we have worked to evolve our sustainability strategy to provide a clearer understanding for our business, customers, and supply chain. Our work on Modern Slavery sits across the Producing with Purpose and Championing Our Communities pillars.

We measure the effectiveness of our work through a range of key performance indicators such as the number of incident reports via the confidential whistleblowing hotline, the performance of third-party audits, and outcomes from labour provider audits. These are reported to our Executive team through the embedded sustainability reporting process. These will continue to be monitored through 2026.



Pillar 1

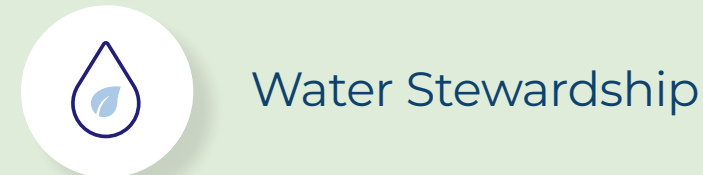
Farming for the Future

Building climate resilience through responsible farming and protecting natural resources

Our Ambitions:



Climate Action



Water Stewardship



Nature Protection



Pillar 2

Producing with Purpose

Creating better food for everyone through sourcing integrity and lower-impact production

Our Ambitions:



Supply Chain Resilience



Resource Efficiency



Product Impact



Pillar 3

Championing our Communities

Creating positive impact for our people through access to opportunities and shared success

Our Ambitions:



Team Opportunity



Community Impact



Safety and Wellbeing

Partnerships & Engagement

Our collaboration on Modern Slavery

To enable us to work across industry and employ best practice, we work with a number of partners that cover the area of Modern Slavery. See following pages for information on what these partnerships do and how they help us mitigate risks within our business and supply chain.



Ethical Trading Initiative

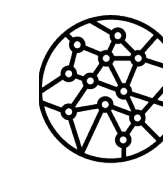


THE UNIVERSAL DECLARATION OF HUMAN RIGHTS

We operate our business in compliance with the [Ethical Trading Initiative](#), which is based on the core conventions of the [International Labour Organisation](#) and the [United Nations Universal Declaration of Human Rights](#).



We are regularly audited by third-party auditors, who publish our audit results on the [Supplier Ethical Data Exchange \(SEDEX\)](#). Sedex is one of the world's largest providers of ethical trade services, working to improve working conditions in global supply chains. Pilgrim's Europe is an AB-registered member, and we use this platform to manage our supply chain relations and risks with both customers and suppliers.



MODERN SLAVERY INTELLIGENCE NETWORK (MSIN)

We are also founding members of the [Modern Slavery Intelligence Network \(MSIN\)](#).

MSIN is a pioneering non-profit collaboration in the UK food sector, created in 2020 in response to the findings of Operation Fort (the UK's most extensive-ever modern slavery investigation). It aims to share intelligence across the UK's food industry to understand patterns and trends of modern slavery and use these to disrupt traffickers. A representative of Pilgrim's Europe was a board member in 2025.

During 2025, MSIN continued to work further on streamlining its ways of working and attracting more members in the UK Food Industry.

Partnerships & Engagement



We are a member of the [Association of Labour Providers \(ALP\)](#). ALP is a specialist trade association promoting responsible recruitment and good practice for organisations that supply the workforce to the food processing, agricultural and wider consumer goods supply chain.



Gangmasters and Labour Abuse Authority

We remain fully informed about the work of the [GLAA \(Gangmasters and Labour Abuse Authority\)](#), which is responsible for licensing labour providers within the UK's food and agricultural sectors. We do so through membership of their labour users forum, which meets on a quarterly basis to review issues in the industry and plans for the GLAA work over the next period. This will refine more as the GLAA merges in 2026 into the Fair Work Agency.



We are proud business partners and founding members of the [Bright Future Co-operative](#). This enables victims of Modern Slavery to return to work via a paid four-week placement followed by a non-competitive interview for a permanent role. We have provided over 17 placements at our sites since we started working with Bright Future.

Bright Future now runs an electronic job board, where all our vacancies are listed to help survivors take control of their own employment journey.

A representative of Pilgrim's Europe was a board member in 2025.



The [Food Network for Ethical Trade \(FNET\)](#) is a member-led initiative which is committed to improving the lives and livelihoods of workers in food supply chains. FNET uses the collective leverage of suppliers and retailers to bring about positive change in working conditions.

The Food Network for Ethical Trade was established in 2016 by several major UK food companies to improve human rights in global food supply chains through a common approach to managing ethical trade. FNET aims to support members in identifying, managing, and responding to global food supply chain ethical trade risks; to improve the food industry's understanding of ethical trade; to identify and facilitate collaboration opportunities; to promote trust; and to build a forum for sharing issues and best practices.

Through its collaborative work, FNET aims to improve labour conditions in agriculture and food processing, both in the UK and internationally, by setting industry-wide expectations and ensuring they are communicated and supported throughout supply chains.

Partnerships & Engagement



We support the [Stronger Together](#) initiative, which is a multi-stakeholder, business-led initiative aiming to reduce Modern Slavery, particularly forced labour, labour trafficking, and other hidden third-party exploitation of workers. They provide guidance, training, resources, and a network for employers, labour providers, workers, and their representatives to collaborate and reduce exploitation.

We have facilitated Stronger Together Modern Slavery training across our business. All new employees, including agency staff, have been fully briefed on the Stronger Together principles as part of the induction process. We also have mechanisms in place to increase the visibility of issues.

Our HR Teams also attend Modern Slavery Training run by Stronger Together to upskill their work in this area.



We also partner with the [Slave Free Alliance](#), an international social enterprise, wholly owned by global anti-slavery charity Hope for Justice.

The Slave-Free Alliance started in 2018 with a recognition of the need to support organisations in working towards slave-free operations and supply chains. Now, the Slave-Free Alliance has a track record of helping organisations of all sizes and from many sectors to build their resilience to modern slavery and labour exploitation.

The Slave-Free Alliance is part of [Hope for Justice's](#) portfolio, which includes efforts to prevent exploitation, rescue victims, restore lives, and reform society across five continents. Both organisations regularly exchange know-how and resources, benefiting the people and organisations they serve. All profits from the Slave-Free Alliance are invested in Hope for Justice to end slavery and change lives.

During 2026, we plan to work with the Slave Free Alliance to review and refine our Modern Slavery Incident Response plan.



Our Progress to-Date

2023

World-first Pork & Lamb Human Rights Impact Assessment (HRIA)

Published a [Human Rights Impact Assessment \(HRIA\)](#) in our pork and lamb supply chain, in partnership with Waitrose and Co-op, undertaken by Impactt Ltd.



2024

Double Materiality Assessment (DMA)

We conducted a comprehensive DMA across our entire business to identify impacts, risks, and opportunities associated with sustainability risks including Human Rights in preparation for reporting under the European Sustainability Reporting Standards (ESRS).*

*We carried out our DMA prior to the release of the simplified ESRS based on the Omnibus. More details on the results of the DMA and our actions will be contained in our sustainability report. As part of this, companies need to disclose policies, actions, metrics, targets and progress across the identified material topics based on how their business activities affect the planet and people.

2025/6

Poultry HRIA

In 2025 we published a [HRIA](#) into our poultry supply chain, in partnership with Sainsbury's. We plan to publish an annual update on the action plan in 2026.



In 2025 we are updating Modern Slavery Training for managers and supervisors.

2026

Pork & Lamb HRIA Review

We will publish an independent review of our progress on the action plan from the HRIA on our pork and lamb supply chain from 2023.

World-first Joint Impact Assessment for Rice

As part of our further due diligence across our extended supply chains, we have carried out a world-first joint HRIA and EIA (Environmental Impact Assessment) in our rice supply chain, in partnership with Sainsbury's and Lidl. **This will be published together with an action plan in 2026.**

2026/7

Joint Impact Assessment for Recycled Plastics

Our focus for 2026 is to conduct an HRIA/EIA on recycled plastics used in food containers. **This will be published in 2027.**

Looking Ahead

Although we believe our actions have proven effective to date, there is no room for complacency, and we remain vigilant to potential threats.

We measure the effectiveness of our work by the number of incidents reported through the confidential whistleblowing hotline, the results of third-party audits, and outcomes from labour provider audits. These will continue to be monitored through 2026.

As part of our efforts to minimise impacts in the supply chain, we have an existing Code of Conduct and Ethics in place. This ensures that our vendors meet or exceed our high standards when conducting business with Pilgrim's Europe, including adopting our ethical standards. We aim to establish long-term relationships with our suppliers, enabling us to communicate our expectations to them from the outset.

As mentioned previously, in 2026, this will be superseded by the Pilgrim's Europe Responsible Sourcing Policy and the Ethical and Human Rights Policy.

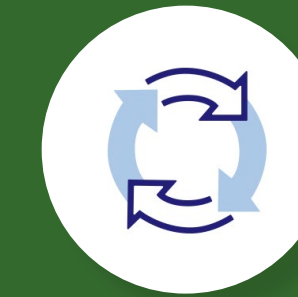
IN 2026, WE HAVE SEVERAL KEY PRIORITIES:



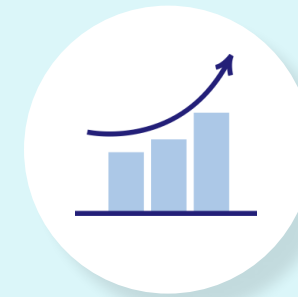
Roll out of the new induction training.



Roll out of the compulsory line management additional training on Modern Slavery.



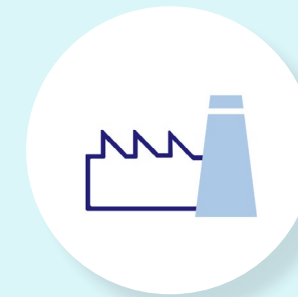
Review and update our Modern Slavery Incidence Reporting process.



Increase the number of placements via Bright Future at our sites.



Publish our HRIA/EIA on rice.



Roll out of our Responsible Sourcing Policy in our supply chain.



Continue to embed EIQ into our sustainability risk assessment process.



Approval



This statement is made in pursuance of Section 54(1) of the Modern Slavery Act and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2025.

This was approved at the June board meetings of all relevant legal entities.

This statement outlines the steps taken by Pilgrim's Europe and all previously mentioned UK subsidiaries to prevent Modern Slavery and human trafficking in our own operations and supply chains.

Ivan Siqueira

President

Date 28th June 2026

