

Modern Slavery Statement 2026

Chelmer Foods Ltd is committed to understanding its ethical compliance responsibilities and improving its policies on ethical raw material sourcing. Our products are sourced through worldwide supply chains, which may include agents, brokers, third-party processors and other service providers. These supply chains can involve several countries and multiple stages, therefore Chelmer Foods Ltd recognises that there is a risk of modern slavery. We therefore work to monitor and control those risks through our supplier approval, supply-chain management and due-diligence processes.

Our business currently employs approximately 50 staff within the UK and Turkey, and utilises third-party companies for services including distribution, warehousing, and customs clearance. Based on our current assessment, we consider the direct modern slavery risk within our UK operations to be relatively low. We recognise, however, that greater potential exposure may exist within upstream international agricultural and processing supply chains, and our due-diligence activities are therefore focused accordingly. Products may be sourced worldwide from countries including Turkey, China, India, Thailand, Philippines, Indonesia and Chile. The key area of concern for potential risks are the supply chain steps before the product reaches the UK. Particularly this may concern the usage of seasonal, temporary or migrant labour, for agricultural and other labour-intensive processes, or the hidden labour within the complexities of the supply chain, from field to delivery to our customers.

To mitigate the risks of modern slavery, we ensure that we review and assess our suppliers within the framework of the ETI Base Code and compliance with the Modern Slavery Act 2015 (where applicable). These controls include supplier audits/questionnaires, SEDEX membership status, SMETA and other ethical audits, and any further ethical policies and controls that they have in place. As a SEDEX AB member, Chelmer Foods can also view the statistical data of linked suppliers and are able to share ethical data with customers to view and run reports. When required, we do issue non-conformances related to ethical matters and ensure that these are closed off in an effective and timely manner. All these assessments form part of the supplier approval process, which is controlled by our technical department, with overall responsibility with the board of Directors and Managing Director at Chelmer Foods.

Furthermore, we require all suppliers to map their supply chains to ensure that we have full transparency of the steps the product goes through before reaching ourselves. We have also mapped the chain through which each product group may go whilst it is under our control.

Where heightened modern slavery risks are identified, Chelmer Foods applies additional due diligence and engagement. This may include greater supply-chain transparency, supplier engagement, site or grower visits and participation in collaborative industry and customer programmes. Specifically for our Turkish Vine Fruit we are currently working with our origin factories and AIM-Progress on the "Harvesting the Future" project.



We also aim to maintain good relationships with all our suppliers to ensure communications regarding these issues are addressed and resolved in an open and honest way.

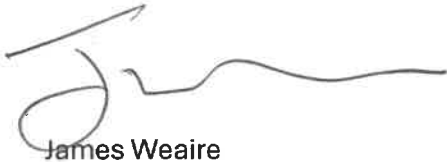
To mitigate modern slavery risk within our own business, we use responsible recruitment practices. This includes providing clear employment contracts in a language workers understand, confirming that employment is entered into voluntarily and ensuring workers retain control of their own identity documents and passports, among other controls.

The company has set out the below KPIs for the 2025-2026 financial year which are used to monitor the company's continual improvement in this area:

KPI	Target 2025 - 2026	Outcome 2025 - 2026	Target 2026 - 2027
Percentage of approved supplier sites with active Sedex membership	85%	80%	85%
Percentage of approved Sedex registered suppliers with ≥95% of their Sedex SAQ completed	70%	92%	80%
Supplier Audits by CFL and Customers	25	49	35
AIM-Progress (Previously named FLA Project)	- Plan supplier vineyard visits during 2025 vine fruit harvest to meet with growers in collaboration with customers. - Set new targets for customer scoreboard assessment results.	Achieved - Vineyard visits for 2026 harvest season already completed.	- Continue collaboration with suppliers and customers to ensure ongoing engagement with the "Harvesting the Future" / AIM-Progress projects.
Staff Training	N/A	N/A	- Training to be completed by a minimum of 5 staff in key roles (e.g. Technical, Senior Management, HR)

Where targets have not been achieved, remediation plans have been implemented and documented in line with our non-conformance procedure. Revised targets have been established for 2026-27 to support continual improvement.

Chelmer Foods Ltd is dedicated to ensuring that the risks of modern slavery within the business and its supply chains are understood by the Board of Directors and that appropriate actions are taken to ensure the risks are limited.



James Weaire
Managing Director
22nd October 2026

Board of Directors Approval Date: 22nd October 2026

