MODERN SLAVERY STATEMENT

Cawingredients supports the aims of the Modern Slavery Act 2015 ('The Act') of eliminating slavery and human trafficking and makes this statement pursuant to section 54(1) of the Act for the Financial year ending 31st December 2023. We firmly support transparency and collaboration to eliminate the risks of modern slavery.

We continue to seek greater insight into risk and trends relating to modern slavery and in addition to further training for all recruiting colleagues, we will ensure they understand the risks of modern slavery and how to identify and report suspicious activity. We have engaged external support to upskill and work with all our procurement colleagues as we further develop ways of working with our supply partners. We are committed to respect and support human rights, and we expect our business partners to adhere to the same ethical standards. We don't support or deal with any organisation or individuals that are knowingly involved in slavery or human trafficking.

Cawingredients operates a number of internal policies to ensure that we are conducting our business in an ethical and transparent manner. Through strict adherence of these policies and in collaboration we aim to contribute to the eradication of egregious practices. Our policies include:

- Whistleblowing policy
- Anti-Slavery and Human Trafficking policy
- Recruitment and selection policy
- Ethical policy
- Anti bribery policy
- Equality, Diversity, and Inclusion policy

Responsibility for overseeing our approach to preventing modern slavery is a joint effort, made up of representatives from across the relevant business functions including, supply chain, procurement, HR and sustainability. It is sponsored by the Chief Executive.

We will continue to develop our procedures over the next 12 months to reinforce our zero tolerance attitude towards the use of human slavery and trafficking.

This statement will be communicated to all employees and has been approved by the Board of Directors of Cawingredients.



Richard Harrison
Chief Executive
16th May 2024