MODERN SLAVERY STATEMENT

Cawingredients Ltd is a dynamic and specialised manufacturing company based in Leeming Bar, North Yorkshire. As a trusted bottler in the soft drinks industry, we are committed to delivering high-quality beverage and packing solutions with integrity and responsibility. Operating from a single, well-equipped campus, we proudly employ approximately 540 dedicated people, whose expertise and commitment drive our success.

Our business operates through key departments—Production, Warehousing, Engineering, Quality, and Administrative Support—ensuring efficiency, excellence, and adherence to ethical standards across all operations.

Our supply chain is a critical pillar of our organisation and helps us to support production excellence. It encompasses raw materials, packaging, logistics, and essential services, ensuring compliance, sustainability, and fairness at every stage of the manufacturing process.

We are committed to long-term partnerships with suppliers, built on transparency, accountability, and shared ethical values. We prioritise ethical sourcing and sustainable practices, fostering innovation and operational excellence, while reinforcing responsible business conduct throughout our network. Importantly, we expect our partners to uphold these principles and cascade them across their own supply chains, ensuring a collective commitment to integrity and sustainability.

We fully support the objectives of the Modern Slavery Act 2015 ("The Act") in eliminating slavery and human trafficking. In compliance with section 54(1) of The Act, this statement is made for the financial year ending 31st December 2024.

As part of our ongoing commitment, we continually enhance our understanding of emerging trends and challenges in combating modern slavery. To strengthen our stance, we have:

- Expanded training initiatives, to ensure our managers and recruitment teams can identify, prevent, and report any signs of modern slavery.
- Engaged with external partners to further develop our procurement team's ability to foster stronger, more ethical supplier collaborations.
- Supply chain due diligence implemented – New suppliers are required to complete a supplier due diligence questionnaire, which is reviewed by the Strategic Procurement Manager to ensure compliance with Cawingredients' standards and adherence to the Ethical Trading Initiatives (ETI) Base Code.
- Continue to monitor supplier status via the Sedex portal to reinforce transparency.

We prioritise recruiting permanent employees as a key measure to mitigate the risk of human trafficking. However, certain operational needs require additional labour support and as a result, we engage temporary agency workers. Recognising the potential risks associated with this practice, we take proactive steps to ensure compliance and ethical standards. We vet our agency

partners, selecting only those that align with our expectations to ederance to ethical standards. Additionally, we exclusively work with agencies that are registered members of the Gangmasters and Labour Abuse Authority (GLAA), ensuring alignment with industry best practices and regulatory requirements.

Over the next 12 months, we will further refine and strengthen our procedures, embedding robust safeguards that reinforce our unwavering zero-tolerance stance against modern slavery and trafficking. Through continuous improvement, proactive engagement, and heightened accountability, we aim to enhance the integrity of our operations and supply partnerships. We are also committed to participating in a third-party ethical audit, alongside annual independent financial audits, to ensure compliance and continuous improvement.

Upholding human rights is at the core of our business ethos.

Cawingredients operates with integrity and transparency, reinforced by a framework of internal policies that guide our ethical approach, including:

- Whistleblowing Policy
- Anti-Slavery and Human Trafficking Policy
- Recruitment and Selection Policy
- Health & Safety Policy
- Wellbeing Policy
- Anti-Bribery Policy
- Equality, Diversity, and Inclusion Policy

The responsibility for preventing modern slavery is shared across key business functions, including Supply Chain, Procurement, HR, and Sustainability ensuring a comprehensive, strategic approach. Our commitment is reinforced at the highest level, with leadership sponsorship from the Chief Executive, demonstrating the importance of ethical stewardship.

This statement, approved by the Board of Directors, will be clearly communicated to all employees, fostering awareness and collective responsibility in our mission to eradicate exploitative practices and uphold the highest human rights standards across our organisation.

Richard Harrison
Chief Executive
16th June 2025