

# MODERN SLAVERY STATEMENT JUNE 2025

## 1. Introduction

Respect for Human Rights is a core value of Premier Foods. We believe that everyone is entitled to enjoy Human Rights and should be treated with dignity. Modern slavery is a key part of Human Rights and is a UK and global issue covering a range of exploitation and includes areas such as human trafficking, sexual exploitation, forced labour, debt bondage, domestic servitude, criminal activities, and child labour. Modern slavery involves the recruitment, movement, harbouring or receiving of children or adults using force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation.

At Premier Foods we have a zero-tolerance approach to modern slavery and this statement is made in accordance with our obligations under the **Modern Slavery Act 2015** and sets out what we are doing to safeguard the people we employ, the people who work in our supply chains and the people who live in the wider communities in which we operate both nationally and internationally.

In last year's Modern Slavery Statement, we committed to playing our part in tackling modern slavery by introducing KPIs to track and monitor and we have met this commitment. We are determined to be open about the challenges that we face, and we understand that as a business we need to help prevent these crimes by working in partnership with other organisations in the food industry, and with our stakeholders, suppliers and customers. It is only by working together that we will be able to prevent these crimes.

Premier Foods and each of its subsidiaries is committed to respecting and safeguarding the people who work for us, with us, or are affected by our activities. As a business, we want to be a force for good in the hope that the crime of modern slavery can be eliminated.

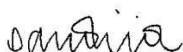
Premier Foods falls within the reporting scope of the UK Modern Slavery Act 2015 and this statement for our financial year ending 29th March 2025 (FY25) describes the actions we have taken to identify and prevent modern slavery from taking place in our operations and supply chains.

This statement, which will continue to be subject to annual review, has been reviewed by senior management and has been reviewed and approved by the Premier Foods plc Board on 17<sup>th</sup> July 2025. The entities to which this Modern Slavery Statement for FY25 applies to are:

- Premier Foods Group Limited
- Premier Foods Group Services Ltd

Alex Whitehouse  
**Chief Executive Officer**  
Date: 17th July 2025

The Human Resources Director is accountable for ensuring best practice is maintained internally and the Director of Procurement is accountable for reducing and mitigating external risk through our Supply Chain.



David Wilkinson

**Human Resources Director**



Gareth Pullan

**Director of Procurement**

## 2. Our Business

We are one of Britain's largest listed food manufacturing companies employing around 4,000 colleagues. We operate primarily in the ambient food sector which continues to be the largest sector within the total UK grocery market. We are proud to be a British business, and our brands are bought by 89% of UK households. Our 7 manufacturing sites across the UK make the majority of the food we produce using quality ingredients and wherever we can, we source sustainably from British suppliers and farmers. In addition to this, 78% of our third-party spend is with UK based suppliers.

We currently develop our portfolio of brands in six key categories:

- Flavourings & Seasonings
- Cooking Sauces & Accompaniments
- Quick Meals, Snacks & Soups
- Ambient Desserts
- Ambient Cake
- Breakfast

In addition, we have a portfolio of other branded food products and a non-branded food business which manufactures products, such as cakes and desserts, on behalf of many of the UK's food retailers. We also have a team focused on new category expansion. We continue to work hard to expand internationally by finding new markets for our brands around the world. We have a significant business in Ireland and Australia with established relationships with major food retailers and an ambitious plan to grow our business in the US. We have continued to deliver progress internationally, with International Sales up 23% (at constant currency) in FY25.

More information on our business can be found in our latest **Annual Report** and **Financial statements**, and our latest **Sustainability Report**, all of which can be assessed at [www.premierfoods.co.uk](http://www.premierfoods.co.uk).

### 2.1 Our Purpose

Our Purpose is '**enriching life through food**', and this reminds us of what we're here to do. It guides us, it motivates us, and it's reflected in every element of how we run our business today. It will be achieved through three focus areas.

- Enriching the lives of our **consumers**. We create great tasting food that enables people to lead sustainable, healthier lifestyles.
- Enriching the life of **our planet** by making food in a way that respects the world's natural resources and by being a responsible and ethical business.
- Enriching the lives of **colleagues** by creating an inclusive culture of entrepreneurship, where our people can reach their full potential and be their authentic selves at work.

Our Modern Slavery statement is fundamental to enriching the lives of our colleagues; we nurture our workforce, ensuring that modern slavery plays no part in our recruitment, colleague life cycle or our supply chain. It is also encapsulated by the "people" pillar of our Environmental, Social and Governance (ESG) strategy – our Enriching Life Plan, enriching the lives of our communities by supporting local initiatives and fostering a sense of belonging.

This strategy is at the heart of our business plan and all parts of the business will continue to work hard to ensure all Premier Foods' activities; including those which relate to eliminating the possibility

of modern slavery in our colleague processes and procurement supply chain, meet the requirements of our ESG strategy.

## 2.2 Our Values & Leadership Behaviours

We're committed to creating a truly great place to work. Our shared values give us a common framework for decisions and help guide us in the way we do things, and we challenge each other to live them day by day. Over the last few years, significant progress has been made in embedding the Group's purpose and values across the business, increasing investment in communication and engagement with colleagues, and up-weighting training in areas such as leadership and inclusion.

Our shared values are the DNA of our business and act as our moral compass helping guide us in the way we do things. They give us a common framework for decision making and enable us to challenge ourselves, and each other, to ensure we live them day-to-day. For full details of our values please visit [www.premierfoods.co.uk](http://www.premierfoods.co.uk).

Over the past three years, we have been rolling out our new Leadership behaviours for all colleagues to aspire to. Two of these behaviours, inspire ownership and stay curious are imperative to the role colleagues play in ensuring that modern slavery does not enter our supply chain or recruitment processes.

We currently work with two strategic partners, Mondelez and Nissin and this policy statement does not cover these two organisations.

## 2.3 Our Supply Chain

Premier Foods spends over £750m on externally sourced goods and services annually and currently work with over 1,500 active suppliers and our aim is to develop long-term, sustainable partnerships with key suppliers which drive mutual benefits. Our top 500 suppliers, based on total annual spend, now account for just under 97% of our total spend, whilst our top 250 account for around 89% of the goods and services that we purchase.

We recognise that small and medium sized enterprises (SMEs) play an important role within Premier Foods and currently they make up over 31% of our active supply base.

Our Procurement colleagues work with suppliers to build effective and transparent supply chains. Our suppliers have an important role to play as we are reliant on our suppliers for the ingredients, packaging and services we use to produce our much-loved brands. Therefore, Procurement has a rigorous supplier approval process. We require all Direct ingredients, packaging and bought-in finished goods suppliers to be connected to us via the Supplier Ethical Data Exchange (SEDEX) and we continue to bring other relevant, existing suppliers into the scheme; progressively driving SEDEX membership across our supply base.

In line with our commitment to upholding high ethical standards, Premier Foods has made significant progress in sourcing high-risk commodities such as cocoa, palm oil, and soy from certified sustainable sources, aiming to protect human rights and eradicate modern slavery. We are proud that 100% of our directly purchased palm oil is RSPO Certified. Additionally, 100% of the soy we used in our supply chain as animal feed was sourced through certified credit schemes and 98% of our directly purchased cocoa powder and chocolate was mass balance certified or verified. These certifications enforce stringent labour standards and help protect vulnerable communities from exploitation and forced labour.

Given the wide range of products and services we produce and our significant number of suppliers, we have established an **Ethical Trading Policy**, which is based around the internationally recognised ETI Base Code of Labour Practices, and this sets out the minimum requirements we expect from suppliers in terms of labour standards, namely:

1. Employment is freely chosen
2. Freedom of association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practised
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

As part of our on-going supplier communication process, we undertake to issue suppliers a copy of the Premier Foods Group Standard Terms and Conditions for the Purchase of Goods and Services on an annual basis, as well as our newly created Responsible Sourcing Handbook which, inclusive of modern slavery concerns, conveys our key ESG asks. We also use this opportunity to circulate key policy documents such as our Ethical Trading Policy and Human Rights Policy.

#### 2.4 Our approach to Audits across our Supply Chain

We believe it is important that we understand the impact that our goods have on the people that produce it. We have high ethical labour standards across our supply chain and request that our ingredients, packaging and BIFG (bought-in finished goods) suppliers, become members of SEDEX. We also request other indirect 'high risk' category suppliers (e.g. laundry, warehousing, logistics/warehouse and labour providers etc) also join SEDEX, in order to help us gain greater visibility of key risks across our extended supply chain.

Based on risk, packaging, ingredient and bought-in finished goods suppliers who are a medium or high-risk supplier (determined by reference to the supplier geographic sourcing region and nature of the product supplied), will have a physical Premier Foods Technical audit. These audits are conducted by a member of the Premier Foods compliance team or, our contracted 3rd party auditing company.

We support and help to develop our suppliers with regular technical reviews and engagement, so we are working together. With this approach we aim to foster an open and transparent long-term relationship with our suppliers.

There is an element of ethical auditing within the Technical Food Safety Audit, which is used to establish if the supplier meets our requirements of being an active member of SEDEX by completing the self-audit questionnaire, having a SMETA ethical audit on a risk-based frequency and closing down any non-conformances raised during those SMETA audits. To ensure transparency with our suppliers, we ensure we have visibility of our supplier SMETA audit via SEDEX. All SMETA audits are audited against the ETI Base code criteria using the SMETA methodology and relevant country law.

All Premier Foods sites are registered on SEDEX, and all sites have a SMETA audit on an annual or bi-annual basis or as per customer requirements. These audits are available to our customers on SEDEX where we give full transparency of our sites audits and self-audit questionnaire. We ensure any non-conformances raised are addressed, actioned, and closed out in a timely manner.

## 2.5 Our Manufacturing and Office Operations

This policy statement applies to entities and sites owned and operated by Premier Foods and these are listed below. To date, we have not experienced any examples of hidden labour exploitation in any of our locations.

Manufacturing Locations	Office Locations
Andover	St Albans
Ashford	High Wycombe
Carlton	Manchester
Charnwood – closed on the 07/06/2024	Winchester
Lifton	Lutterworth
Moreton	
Stoke	
Worksop	

In March 2024, we proposed to close our Charnwood manufacturing site and entered into a period of consultation with colleagues. The consultation concluded and it was decided to permanently close the site. Manufacturing ceased at this site on 7<sup>th</sup> June 2024.

In October 2023, Premier Foods acquired the FUEL10K business offering a unique and differentiated proposition within the breakfast category due to its protein enriched product range. FUEL10K products are produced by co manufactures and co packers. These suppliers are based in England, Wales and Germany.

For The Spice Tailor brand that we acquired in 2022, we continue to produce the majority of its products in India, by way of outsourcing manufacturing to a small number of suppliers who are accredited to the BRCGS Global Standard for Food Safety. We are aligning them to our various technical standards and audit protocols.

## 3. Our Policies and Governance

### 3.1 Our Baked-in Behaviours and Policies

We are passionate about running our business in the right way and we have a strong set of principles to help us do that. We call them our Baked-in Behaviours. To be clear about what we stand for in these areas and what we expect from our colleagues, suppliers, customers and partners, we have a range of policies which we regularly review to ensure they reflect our drive for continuous improvement. The **Code of Conduct Ethical Trading Policy** and **Sanctions & Export Controls Policy** details the principles that we rely on to carry out our activities internally and externally, and are publicly available on our website, [www.premierfoods.co.uk](http://www.premierfoods.co.uk).

We are committed to safeguarding all human rights in line with the United Nations Guiding Principles (UNGP) on Business and Human Rights and tackling all forms of hidden labour exploitation, including slavery and human trafficking and have produced a **Human Rights Policy** that details the standards that we work to and includes all relevant policies in place to help identify and eradicate these practises within our own business and to reduce and eliminate risks across our complex supply chains.

### 3.2 Governance

We believe everyone at Premier Foods plays a part in delivering our Enriching Life Plan and sustainability lives at all levels of the business. The Modern Slavery Statement is overseen by our CEO and supported by the Premier Foods Executive Leadership Team (ELT). In addition, the statement is approved by the Board of Directors. Our Progress and updates are regularly reviewed with senior leaders in the ESG Governance Committee which is chaired by our CEO and includes members of our ELT and specialists from across the business. This Committee has oversight of our strategy and any ESG risks. Any specialist Working Groups, such as the Human Rights Group report into our ESG Governance Committee. We review our approach for governance on an annual basis to ensure we are focussing on the key areas to mitigate any risks.

Premier Foods' responsibility to respect Human Rights means we are committed to implementing the UN Guiding Principles on Business and Human Rights throughout our business and reporting on our progress in line with the Food Network for Ethical Trade (FNET) Due Diligence Framework. As part of this framework, we have identified our salient risks to prevent Human Rights risks to workers impacted by our activities and therefore as part of this process we will be ensuring all activities are in line with modern slavery prevention. To ensure this remains a regular focus for Premier Foods, we now have a Human Rights Working Group to lead our work on adopting best practice in managing human rights, and therefore modern slavery risks.

### 3.3 Employment standards

Our Human Rights approach requires compliance with all applicable local laws and regulations. As a business, we align to the **Ethical Trading Initiative (ETI) Base Code**, which is an internationally recognised code of labour practice that applies to our business and the supply chains we choose to use.

Our respect for Human Rights is not limited to this code as we are committed to tackling all forms of Human Rights breaches. We have policies in place to meet the ETI base code requirements and to identify and eradicate any potential practices within our own business and to reduce and eliminate risks across our complex supply chain.

### 3.4 Recruitment

The group Recruitment Manager is responsible for ensuring that our in-house recruitment team and all 3<sup>rd</sup> party labour providers are briefed on our standards and expectations in relation to modern slavery. This now includes our new Human Rights Policy. The Procurement Team are responsible for ensuring that all supplier contracts in relation to recruitment have specific reference to our modern slavery requirements.

To ensure we are legally compliant in terms of recruiting colleagues, roles which are advertised internally and externally are done so using our HR database and Applicant Tracking System, MYHR. This ensures that we have the right checks in place to vet potential candidates legally in line with the ETI Base Code. Recruitment at our manufacturing sites, is managed by the site HR team and conducted by team leaders and/or managers. Prior to an offer being made, it is the site HR teams that completes the relevant ID and right to work in the UK checks. On occasion where we recruit senior or confidential roles, we complete the onboarding process and checks manually.

For external offers for Head Office colleagues, we utilise the Trust ID system, which is run by a government registered business that provides electronic checks on future colleagues. This system checks records with the home office and ensures that the right to work document is verified and the

photo ID is of a likeness to the person in the photo. In addition to this, we conduct manual checks on their first day of employment to ensure that they have the legal right to work in the UK.

We recognise that having agency colleagues working within our business is vital and enables us to remain agile. To ensure that agencies are compliant with our policies, ethical standards and legislation, six monthly audits are conducted to ensure compliance where and when agencies are engaged.

In June 2024, we were proud to have received the Gold Charter Mark from the Social Recruitment Advocacy Group (SRAG). The SRAG Charter is a framework enabling the creation of social value through the adoption of socially responsible recruitment practices. The purpose of the Charter Mark is to recognise and promote excellence in social value recruitment, distinguishing organisations from others in their field. Holding the mark enhances an organisation's reputation by demonstrating commitment to high standards and best practice and drives a culture of continuous improvement. SRAG Charter Mark levels span Bronze, Silver, Gold and Ambassador levels.

In terms of our Early Talent, we are pleased to confirm that we have signed the "Apprentice Decent Wage Pledge" which means we pay our Apprentices more than the apprentice national minimum wage, to ensure they are paid a fair and decent wage.

We continue to run mandatory Recruitment training for all line managers in the business. A driver of this is to ensure that all managers are equipped to attract, interview and select future colleagues consistently and are legally compliant.

#### 4. Assessing and Managing Risk

We are using SEDEX's risk assessment tool, RADAR, to help improve our risk assessment processes, particularly with the intention of helping to better understand our salient human rights risks. For FY25, we increased our resource in this space, with the introduction of an Ethical Trade Co-ordinator, in partnership with SEDEX. The role primarily liaises with our supply partners to help ensure our supplier SEDEX data is updated regularly ensuring we are assessing our risks based on up-to-date and accurate information.

We expect suppliers to observe our Ethical Trade Policy, which is based on the ETI Base Code, founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of good labour. Applying this code means complying with national and other applicable laws.

We partner with EcoVadis, a leading sustainability ratings and performance platform. This has enabled us to collaborate with our high impact suppliers to assess their policies, measures and reporting practices to understand their overall environmental, social and ethical performance. In the first year of our partnership, over 90% of our high impact suppliers have completed the EcoVadis assessment and have been working on corrective action plans aligned with Premier Food's asks. EcoVadis will be referenced in all Strategic Supplier Relationship Management (SSRM) reviews to ensure that we are constantly improving wherever possible the sustainable and responsible sourcing across our wider supply chains. It is also included in our Master Supply Agreements as a minimum requirement for our high impact suppliers.

##### 4.1 Mitigating risk

We recognise that we need to work in partnership with our supply chains and customers to mitigate and improve Human Rights issues. We are committed to driving best practice in protecting Human



Rights in our supply chains with the aim that every worker is treated fairly, to prevent all forms of exploitation. We are committed to supporting supply chain workers by complying with our legal Human Rights obligations as defined at national, European, and international levels.

We are continuously reviewing our contractual documents to ensure our commitment to and our due diligence towards Human Rights especially modern slavery as part of business with Premier Foods. In addition, we have pre-requisites as part of our e-tendering procedure, ensuring that invited suppliers answer Human Rights questions amongst the broader ESG related questions.

Should we identify any potential non-compliances or risks, within our external supply chain, we first look to engage our suppliers and business partners to drive corrective actions that help address the underlying issues. Where direct engagement does not lead to meaningful progress, we consider all appropriate forms of leverage, including the reduction and/or termination of supply.

In terms of assessing and managing our internal risks, we conduct the below:

- Carry out monthly bank account checks to ensure that multiple colleagues' salaries are not being paid into the same bank account. Should we find examples of this happening we will follow up and check thoroughly.
- Encourage and support all colleagues to report suspected exploitation which may be occurring within, or linked to, our business and we will ensure the relevant policies and processes are in place to allow this and we will act accordingly.
- Take special care to ensure seasonal and temporary workers are made aware of our stance on modern slavery and we will ensure that at each site, there is a supervisor / manager who is identified as the key person to talk to should there be any suspicions or concerns.
- Report suspicions of modern slavery and hidden worker exploitation to the Gangmasters and Labour Abuse Authority (GLLA) and police as soon as we become aware of it.
- Insist that all recruitment agencies or other organisations involved in the recruitment of our colleagues sign our terms and conditions to adopt policies and procedures consistent with our stance on this topic.
- Not use any individual or organisation to source and supply workers without confirming that candidates are not being charged a work finding fee.

#### 4.2 External reporting "Whistleblowing"

Premier Foods is committed to conducting business with integrity and fairness, with respect for our **Code of Conduct, Values, Behaviours** and within the Law. We have a **Speaking Up Policy** which is available for anyone who works for, or on behalf of, the Premier Foods' group of companies. It also applies to anyone who has a business relationship with us for example, contractors, agency workers, customers, suppliers or distributors. As part of this policy, we provide an externally run 24/7 service, available online or via a freephone helpline, Safecall ([www.safecall.co.uk/report](http://www.safecall.co.uk/report) or <https://www.safecall.co.uk/en/file-a-report/telephonenumber/> where people can confidentially raise concerns regarding suspected misconduct and/or breach of Company Policy or employment law.

To make this more accessible to everyone working in our supply chain, we publish Safecall's details on our website. As a business, we strongly support feedback and open dialogue on human rights, and we encourage communities and/or individuals to raise any concerns with us directly.



The volume and nature of the calls received are monitored and any concerns are investigated by the senior management team. There were no issues raised regarding Modern Slavery during FY25.

## 5. Training

All colleagues at Premier Foods need to have a good understanding of what modern slavery is and how to raise any concerns. This is detailed in our site and Corporate Inductions. However, we recognise that there are key functions that need to have more in depth knowledge and understanding, such as our Human Resources and our Procurement/Technical functions and therefore as a business we invest more training for colleagues in these functions.

Premier Foods supports the Stronger Together campaign and each site is expected to maintain the Stronger Together Business Partner commitment. All new colleagues are trained in relation to this initiative.

In FY25, all Human Resources professionals whose training had expired, completed the Stronger Together 'Tackling Modern Slavery in UK Businesses' training. This training enables attendees to; understand what modern slavery, forced labour and hidden exploitation is, understand the potential risks and impacts of modern slavery, recognise the signs of someone that may be being exploited and how to respond and to be confident in their steps to deter, detect and deal with modern slavery if it becomes present in the workplace.

We will refresh our training every three years, and we will always look to ensure adequate numbers of colleagues complete this essential training to ensure modern slavery is prevented and is dealt with correctly if it is found within our organisation.

A senior member of our direct resourcing team has completed the 'Introduction to Responsible Recruitment'. At the end of this training the colleague was able to understand the principles and business case associated with being a responsible recruiter and to enable confidence in embedding responsible recruitment within our organisation. This training is due to expire in November 2025 when they will complete the training again.

Key members of the Supply Chain Team (Procurement/Technical) receive specific training on modern slavery and trafficking to raise awareness of the issues associated with modern slavery and to recognise and respond to indicators of human rights abuses. All new Procurement colleagues complete the modern slavery awareness training as part of their formal induction process, and this includes the use of external web-based training material and assessments. During the year, six procurement colleagues were trained as part of their induction programme.

The training is designed to promote a sense of responsibility to prevent modern slavery in both the Premier Foods business and its supply chain. It provides examples of the red flags for the relevant industry that we operate within and explains the organisations reporting procedures for suspected cases of modern slavery.

## 6. Collaboration

In an evolving environment where the challenges are difficult to manage and complex, it is clear that we need to ensure we are working with the right experts in this field to ensure that we are able to drive improvements in the fight against modern slavery. To do this, we have chosen to partner with key stakeholders.

## 6.1 Food Network for Ethical Trade (FNET)

Premier Foods became a member of FNET in February 2024. FNET is a collective of suppliers and retailers in our industry that focuses on the employment rights outlined in the ETI Base Code plus those associated with environmental impacts and privacy. As part of this membership, we have access to resources, training and opportunities to collaborate and be a force for good. These include webinars, conferences and working groups.

## 6.2 Stronger Together

Premier Foods supports the Stronger Together campaign which is a multi-stakeholder initiative aimed at reducing modern slavery. We are committed to building knowledge among our colleagues, and we actively utilise the Stronger Together tools available to us as members for our Corporate Induction and training of key functions to increase our understanding of the nature of hidden labour exploitation and also prevent its occurrence within Premier Foods. In addition to this, we also use the Stronger Together campaign resources such as multilingual leaflets and posters across all our sites again raising awareness but also ensuring colleagues know who to contact if they have any concerns.

## 7. Tracking our Progress

In order to tackle and minimise any risk in our value chain of labour exploitation, modern slavery and human trafficking we need to be open and transparent about our own activities as a food manufacturer of 4,000 colleagues and to the activities of our suppliers and customers.

We track our progress through a number of KPIs as these provide data to us on how effective our actions are to ensure modern slavery is not taking place here at Premier Foods.

### 7.1 Our commitments

- We will continue to work cross functionally with our Human Rights working Group covering key business areas such as HR, Procurement, Technical and Operations.
- Continue to be a member of SEDEX, and encourage all ingredients, packaging, bought-in finished goods and relevant services suppliers to join SEDEX.
- Maintain a focus on Ethical Trading through our 'Enriching Life through Foods' Plan and Human Rights Policy, and we continue to encourage our suppliers to adopt similar policies within their own businesses.
- Continue to conduct routine Technical and full Ethical Compliance Audits
- We will continue our focus on our supply chains, and ascertain the salient risks associated with these and collaborate with our suppliers to understand these risks with a view to mitigate them.
- Partner with external experts, academia and non-government organisations to further develop our knowledge in this space and ensure we are abreast of any changes in legislation and or best practices.
- Ensure our Procurement and HR teams receive training on their accountabilities under the Modern Slavery Act
- Ensure all our colleagues are trained in Modern Slavery at all sites

### 7.2 Actions completed for FY25

- Launched the new Premier Foods Human Rights policy internally with our colleagues.
- Published the Human Rights policy on our corporate website

- Developed our supply chain risk assessment based on the FNET due diligence framework for identifying our salient risks.
- Supported the roll out of the new SEDEX Supplier Assurance Questionnaire (SAQ's) and continue to embed the new SEDEX methodology and audits at our sites.
- Leveraged the SEDEX's RADAR tool to better identify and tier our suppliers in terms of risks.
- Reviewed the Modern Slavery training we provide and worked with an external supplier to create a Modern Slavery E-Learning Awareness course that will be rolled out in FY26.
- Created a Modern Slavery Awareness face to face training course for our non-connected colleagues
- Updated our company inductions with more content on Modern Slavery and how to identify it and what to do if you have any concerns
- Our HR Director and Director of Procurement hosted a Modern Slavery webinar with guests from a retail customer and Unseen, which is one of the Modern Slavery leading charities to raise awareness of the issue and how to recognise modern slavery signs.
- Representatives from the Human Rights Working Group have joined the FNET working parties on key areas such as responsible recruitment and human rights.
- Launched line management recruitment training and have trained 131 line managers.
- 92% of our direct suppliers of ingredients, packaging and co-manufacturers were SEDEX registered and have shared their ethical data with us. This equates to around 96% of our total 'direct' annual spend.
- We have completed 209 Food Safety/Quality audits which included an element of social compliance questions. Of these audits, 87 were physical audits at suppliers' sites and a further 122 were low-risk suppliers audited through a remote self-assessment audit process. Where a non-conformance is raised, we would expect the supplier to provide a time-bound corrective action plan. We achieved 100% close-out rate on all nonconformances relating to ingredients and packaging along with a 99% close-out rate on co-manufacturers.
- In terms of our 122 self-assessment audits of low-risk suppliers, 114 were screened and 'approved' to supply, however, 25 suppliers required corrective action plans to be established prior to being 'approved'. 8 suppliers were rejected for supply, with the main reason for not being approved being that they failed to reach our supply standards, e.g., they did not have the appropriate basic ethical or food safety certifications in place.
- Launched a new training course on Introduction to Line Management for our head office functions which provides details of our Human Rights Policy, Modern Slavery Statement and how to recognise Modern Slavery and what to do if you have any concerns.

### 7.3 Plans for FY26

- Launch and issue a Responsible Sourcing Handbook to suppliers.
- Continue to embed the new Premier Foods Human Rights policy internally with our colleagues working collaboratively with the Employee Resource Groups (ERGs) but also externally with our suppliers and customers.
- Launch the Modern Slavery E-Learning Awareness course for all connected users with a 100% completion rate
- Ensure all non-connected colleagues across our 7 factories are trained in the face-to-face Modern Slavery Awareness training course.
- Continue to work through our high-risk supply chains and collaborate with these suppliers to understand and mitigate any human rights risks.

## 8. Key Performance Indicators (KPIs)

It is through our KPIs that we will monitor our progress against all activities in the Modern Slavery Statement. These are our KPIs which we will update against progress in our next statement:

Area	Objective	Progress for FY25
Stronger Together	Maintain all manufacturing sites are Stronger Together partners and have a minimum of 2 colleagues trained	100%
Supplier SEDEX Registration	90% of our ingredients, packaging and bought-in finished goods suppliers are SEDEX registered	92%
Supplier Assurance Questionnaire (SAQs)	For all suppliers that are SEDEX registered, we will request and promote the completion of the updated Self-Assessment Questionnaire (SAQ) process within the SEDEX Platform	94%
Supplier Nonconformances	All overdue critical supplier nonconformances are chased, and data assessed for any trends	Ongoing