

MODERN SLAVERY STATEMENT JUNE 2026

1. Introduction

As one of the UK's largest food businesses, we're passionate about food and believe that each and every day we have the opportunity to enrich life for everyone. Respect for human rights is central to this and, at Premier Foods, we believe everyone is entitled to enjoy human rights and be treated with dignity.

However, within UK manufacturing and global supply chains, human rights violations remain a major concern, often seen in the form of modern slavery covering many forms of exploitation including 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 take a zero-tolerance approach to modern slavery and are committed to promoting ethical conduct. 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 chain 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 laid out several commitments and introduced KPIs for the first time to help us track and monitor progress against these. Having met those commitments, we are determined to be open about the challenges we face and work in partnership with other organisations across the food sector, as well as with our customers and suppliers, to help prevent crimes of modern slavery.

This statement is for the 2026 Financial Year (1st April 2025 – 31st March 2026) and will continue to be subject to annual review. It has been reviewed by senior management and been reviewed and approved by the Premier Foods plc Board on 16th July 2026. The entities to which this Modern Slavery Statement for FY26 applies to are:

- Premier Foods Group Limited
- Premier Foods Group Services Ltd

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

Alex Whitehouse
Chief Executive Officer
Date: 16th July 2026

The Human Resources and Communications 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.

A handwritten signature in black ink, appearing to read "David Wilkinson".

David Wilkinson

Human Resources Director

A handwritten signature in black ink, appearing to read "Gareth Pullan".

Gareth Pullan

Director of Procurement

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2. Our Business

We are proud to be British, employing over 4,000 people operating from 13 locations across the UK, supplying a range of customers with our iconic brands which feature in millions of homes every day. We operate, primarily, in the ambient food sector, which continues to be the largest sector within the total UK grocery market. Our brands are bought by 90% of UK households. Our 7 manufacturing sites across the UK make the majority of the food we produce, using quality ingredients. Wherever we can, we source 80% of our third-party spend with UK based suppliers.

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

- Flavourings & Seasonings
- Global Cuisines
- Quick Meals, Snacks & Soups
- Ambient Desserts
- Ambient Cake
- Breakfast on the go and Granola

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 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.

More information on our business can be found in our latest **Annual Report and Financial statements**, which can be accessed via 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.

With our purpose, Enriching Life Through Food, at its heart, the plan highlights our commitment to a more sustainable food system and, in turn, the UN Sustainable Development Goals ('SDGs'). Guiding our work to 2030, it sets out our ambitions to make more nutritious and sustainable food, contribute to a healthier planet and nourish the lives of our colleagues and communities.

Our Modern Slavery statement plays an important role in communicating how we aim to enrich the lives of our colleagues, ensuring that modern slavery plays no part in our recruitment and colleague

life cycle, and at the same time enrich the lives of the communities we touch, working to eliminate modern slavery within our supply chain.

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.

We continue to embed our 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.

2.3 Our Supply Chain

Premier Foods spends over £750m on externally sourced goods and services annually and works with over 1,500 suppliers, and our aim is to develop long-term, sustainable partnerships with key suppliers to drive mutual benefit. Our top 500 suppliers, based on total annual spend, now account for just under 97% of our total spend, whilst our top 250 suppliers account for around 89% of the goods and services 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. In line with our commitment to upholding high ethical standards, Premier Foods has made significant progress in sourcing direct high-risk commodities such as cocoa, palm oil, and soy from certified sustainable sources, aiming to protect human rights and eradicate modern slavery. We source 100% RSPO certified palm, 97% RTRS accredited soy and 98% RFA accredited cocoa, where sourced directly. 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 from a significant number of suppliers, we have an **Ethical Trading Policy**, based on the internationally recognised ETI Base Code of Labour Practices, setting out the minimum requirements we expect from suppliers.

As part of our on-going supplier communication process, we 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 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 we understand the impact that our goods have on the people that produce it. We have a rigorous supplier approval process and demand high ethical labour standards across our supply chain, requiring all our direct ingredients, packaging and BIFG (bought-in finished goods) suppliers to connect with us via the Supplier Ethical Data Exchange (SEDEX). We also request other suppliers from ‘high risk’ service areas (e.g. laundry, warehousing, logistics/warehouse and labour providers etc) also join SEDEX, to help us gain greater visibility of key risks across our extended supply chain.

We take a risk-based approach to auditing. Our packaging, ingredient and bought-in finished goods suppliers are risk-assessed based on the location and commodity purchased. Suppliers who are assessed medium or high-risk will have a physical Premier Foods Technical audit. The audits are conducted by a member of the Premier Foods Supplier Compliance Team, or our contracted 3rd party auditing company, and will include an element of ethical auditing.

The ethical auditing element verifies that suppliers meet our requirements: active SEDEX membership, completion of the self-assessment questionnaire, regular SMETA audits based on risk, and closure of any non-conformances raised. We require visibility of all SMETA audits through SEDEX to ensure transparency. All applicable SMETA audits are conducted against the ETI Base Code, in line with SMETA methodology and applicable local laws.

We support and help to develop our suppliers with regular technical reviews and engagement with the aim of fostering an open and transparent long-term relationship with our suppliers.

2.5 Our Manufacturing and Office Operations

This policy statement applies to entities and sites owned and operated by Premier Foods as 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
Lifton	Winchester
Moreton	Lutterworth
Stoke	Tamworth
Worksop	

NB: Tamworth is a third-party operated distribution centre

In FY26, we acquired Merchant Gourmet, a premium, healthy, convenient meals brand. Merchant Gourmet champions whole foods, using high quality ingredients to create products that are naturally better for you. The products are produced by co-manufacturers based in England, EU and China.

3. Our Policies and Governance

3.1 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. 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** detail 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. In addition, we also have a Human Rights Policy available on our website.

3.2 Governance

We believe everyone at Premier Foods plays a part in delivering our Enriching Life Plan, with ESG sitting at all levels of our business, and with elements included in every role. We have robust Governance in place that enables us to deliver an effective human rights programme, structured as follows:

- Our Board has oversight of our Enriching Life Plan, and our Enterprise Risk Management processes ensure oversight of all ESG risks (including human rights).
- Accountability for the delivery of our plan rests with our Executive Leadership Team ('ELT') and our Steering Groups.
- The latter report into our ESG Governance Committee, which is chaired by our CEO. The committee is made up of members of the ELT, who have responsibility for ensuring our Enriching Life Plan is embedded into how we do business, sponsoring steering groups which are led by members of our Senior Leadership Team ('SLT')
- Our Human Resources and Communications Director has specific accountability for our plan for human rights within our own sites (factories and offices).
- Our Director of Procurement has specific accountability for our plan for human rights in our Global Supply Chain.

This statement is approved by the Board of Directors. Our Human Rights Working Group leads work on adopting best practice in managing human rights and modern slavery risks, reporting regularly into the 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.

To reflect the growing importance of managing modern slavery risk across the business, as of FY27, the business has appointed a Head of Supplier Assurance and Human Rights. This role is responsible for leading the Human Rights Working Group.

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.

3.3 Employment standards

Our human rights approach requires compliance with all applicable local laws and regulations. We are committed to safeguarding all human rights in line with the United Nations Guiding Principles (UNGPs) on Business and Human Rights and tackling all forms of hidden labour exploitation, including slavery and human trafficking. We have a **Human Rights Policy** which 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.

As a business, our approach is aligned to the **Ethical Trading Initiative (ETI) Base Code**, an internationally recognised code of labour practice, and these principles underpin the standards we expect in our own operations and across our supply chain. In line with this, we are committed to the following labour standards:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed

To support these standards, we are an AB (Buyer/Supplier) member of SEDEX. Each of our manufacturing sites is registered with SEDEX and we complete the self-assessment questionnaire annually. 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.

Over the past year, psychological safety has become a core pillar of how we develop high performing teams across Premier Foods. Building on the extensive work already undertaken – including the evolution of and roll-out of our Psychological Safety Toolkit – we have strengthened our shared understanding of what it means to create an environment where colleagues can speak up, experiment, constructively challenge and learn without fear of negative consequences.

3.4 Recruitment

The group Resourcing Manager is responsible for ensuring that our in-house recruitment team, and all 3rd party labour providers, are briefed on our standards and expectations in relation to modern slavery and our Human Rights Policy. The Procurement Team is 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, we conduct manual checks on their first day of employment to ensure that they have the legal right to work in the UK.

In FY26, we were proud to have retained 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.

We are committed to providing opportunities for the young. We have been recognised in Higherin's Top Employer Rankings for Graduates, ranking 2nd out of 50 employers and placed 19th in the Medium-Sized Undergraduate Employer Rankings for our R&D Placement Scheme. We are members of Youth Employment UK and achieved Committed to Good Youth Employment Standards in 2026 for using their Benchmark tool.

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 adopt a risk-based approach to conducting Human Rights due diligence within our own operations and across our supply chain, recognising we need to work in partnership with multiple stakeholders including our customers and suppliers to effectively mitigate and manage Modern Slavery and wider Human Rights risk.

4.1 Managing risk in our own operations

Agency and other labour

Employing agency colleagues enables us to remain agile and meet demand in a fast-paced food manufacturing environment. We recognise, however, that, due to the nature of agency work, these colleagues are vulnerable to exploitation. We also use Third Party Service Providers (e.g. for onsite security, cleaning, and catering) and recognise the increased vulnerability of these colleagues.

To mitigate risk, we ensure that our key agencies and third-party service providers, that we use, are compliant with our policies, ethical standards and legislation, with our site HR teams conducting six monthly audits to ensure compliance. In addition, we continue to carry out extensive due diligence on all prospective agency labour providers before entering any contractual relationship.

Stronger Together

We support the Stronger Together initiative, demonstrating our public commitment to tackling labour exploitation. As part of this commitment, representatives from each Premier Foods' manufacturing site HR team completes the Stronger Together training every three years.

Whistleblowing

Premier Foods is committed to conducting business with integrity and fairness, with respect for our **Code of Conduct, Values, Leadership Behaviours** and within the Law. We have a **Speaking Up Policy** which is available to 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 or <https://www.safecall.co.uk/en/file-a-report/telephone>, 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.

Premier Foods can also receive grievances through other channels, including the customer relation section of its website, confidential worker interviews during social audits and workers having direct contact with our colleagues and its partner organisations. When issues or grievances are raised, Premier Foods takes steps to investigate thoroughly, while protecting the confidentiality of those raising the complaint, and anyone else who might be affected. We do not tolerate any retaliation against those who have raised a grievance and any affected stakeholders.

How we assess and manage risk in our own operations

- We raise awareness of Modern Slavery to all our new colleagues at their induction.
- We carry out monthly bank account checks to ensure that multiple colleagues' salaries are not paid into the same bank account. Should we find examples of this, we follow up and check thoroughly.
- We encourage and support all colleagues to report any suspected exploitation occurring within, or linked to, our business. We ensure the relevant policies and processes are in place to allow follow up accordingly.
- We take special care to ensure seasonal and temporary workers are made aware of our position on modern slavery and 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.
- We commit to report suspicions of modern slavery and hidden worker exploitation to the Gangmasters and Labour Abuse Authority (GLLA) and the Police as soon as we become aware of it.
- We insist all recruitment agencies, or other organisations involved in the recruitment of our colleagues, sign our terms and conditions and adopt policies and procedures consistent with our position on this topic.
- We do not employ or work with any individual or organisation to source and supply workers, without confirming that candidates are not being charged a work finding fee.

Findings in FY26

There were no issues raised regarding Modern Slavery during FY26. However, we have continued to carry out due diligence and monitoring across our business and remain committed to maintaining vigilance while further strengthening our existing due diligence processes.

4.2 Managing risk in our Global Supply Chain

We follow the UN Guiding Principles on Business and Human Rights (UNGPs), and our approach follows the 5 core steps detailed within the principles:

1. **Identify & Assess:** Evaluate operations, supply chains, and business relationships to pinpoint actual or potential human rights violations.
2. **Prevent & Mitigate:** Take actionable steps to mitigate negative impacts from occurring and minimize the harm of those that have already happened.
3. **Track:** Monitor internal policies, corrective action plans, and the effectiveness of preventative measures.
4. **Communicate & Remedy:** Report transparently on how impacts are addressed and ensure systems are in place to provide remedy.

During FY26, we have continued to apply a risk-based approach to managing human rights across our supply chain, working in partnership with our suppliers and customers. Our international supply chain is large and complex, and we recognise the inherent risk of modern slavery and human rights exploitation and that we must work with our stakeholders to manage and mitigate. As a business, we are clear on the role we must play in protecting and promoting the human rights of all those working in our value chain. Our supplier contracts are reviewed regularly to ensure our own commitment to, and our due diligence towards, human rights, including modern slavery, are made clear and effectively cascaded down to our suppliers to uphold. We also have a pre-requisite, as part of our e-tendering procedure, for invited suppliers to answer questions pertaining to their approach to managing human rights risk, alongside other ESG criteria.

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.

We continue to use the Supplier Ethical Data Exchange (SEDEX) tool, RADAR and Food Network for Ethical Trade (FNET) Risk Assessment tools to help focus our efforts, leverage learnings from others in the industry and help improve our risk assessment processes, with a particular aim of better understanding our salient human rights risks.

At least 95% of our direct spend on ingredients, packaging and bought-in finished goods is with SEDEX registered suppliers. This year we have updated our Human Rights Policy and commenced a training programme for our colleagues. We have also updated our Modern Slavery Statement which can be found on our website.

We are proud of the way we are working with our suppliers to help meet the objectives of our Enriching Life Plan, but we know that we can drive a much larger positive impact across the industry if retailers and food companies can lay out a common long-term view of the changes we need to see. In FY26 we have co-led a working group with the Institute of Grocery Distribution ('IGD'), who have developed and launched a framework to facilitate better discussions between procurement teams and their suppliers across the industry. Details of the Food Supply Chain Sustainability Framework can be found on the IGD website.

For FY26, we extended the Ethical Trade Co-ordinator's contract, in partnership with SEDEX, to continue focusing on this important work. 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 are also in the second year of using the EcoVadis supply chain tool. 94% of our high impact suppliers are now sharing important environmental, social and governance data through the platform, giving us a better view of performance and helping us to prioritise action. We are delighted that this work has also been recognised by the Carbon Disclosure Project, with an A rating for Supplier Engagement on key environmental issues.

Our priority supply chain risks

Our complex global supply chains mean that there is never a single, consistent picture of exposure to human rights and modern slavery risk. We therefore recognise the criticality of our continuous vigilance through horizon scanning, engagement with industry networks, and the use of external intelligence sources. Insights from these activities are regularly reviewed by our cross-functional Human Rights Working Group, who reports into the Planet pillar of our ESG strategy.

This year we have continued to apply the risk assessment methodology, which we introduced in FY25, to our global supply chains. We use the Food Network for Ethical Trade Human Rights Risk Assessment Tool to scan for risk. The tool is maintained by a collaborative group of retailers, suppliers and human rights experts and uses data from sources including the U.S. Department of Labour, the Walk Free Foundation, and the International Trade Union Confederation, to establish the human rights risk of ingredients based on their country of origin and known challenges within the product sector. Alongside this, we use data from SEDEX and from individual suppliers, along with industry insights and horizon scanning, to ensure the most accurate picture of the risk profile is presented. The purpose of the risk assessment is to identify those supply chains with the greatest risks and thus steer our ongoing engagement plans where we can bring the most benefit and demonstrate effectiveness.

Action in high-risk supply chains

During FY26, we have been actively involved in the mitigation of risks of our supply chains, identified by our risk assessment process, by audits or by other intelligence.

We have identified several key ingredient category risks in several areas for additional focus from a human rights perspective, including:

- Palm Supply chain
- Cocoa supply chain
- Sugar and salt from India
- Spices

Building transparent and responsible supply chains is central to how we work with suppliers. To support this, our Procurement and Technical functions have worked with the suppliers involved in the above supply chains; to understand the due diligence programme, which they have in place, and identify what further support or actions may be required to mitigate risks in the supply chain. This review includes both suppliers, which we directly source these products from, but also any co-manufacturers who might source these ingredients.

5. Training, Awareness Raising and Capacity Building

5.1 Training for our colleagues working in our operations

Existing ongoing training

All colleagues at Premier Foods need to have a good understanding of what modern slavery is and how to raise any concerns safely. 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 as a business we therefore invest in enhanced training for these colleagues.

Premier Foods supports the Stronger Together campaign. In FY26 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. This is one of our KPI's.

In FY26, a senior member of our direct resourcing team responsible for site recruitment completed the 'Introduction to Responsible Recruitment' training. 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 October 2028, when they will complete the training again.

We also continued to roll out the Introduction to Line Management training session to 105 managers. This included a section on Modern Slavery and what to look out for, and how to report any concerns.

New training in FY26

To reinforce our commitment to tackling modern slavery risk, we introduced mandatory Modern Slavery e-learning for all head office colleagues and site management teams, giving colleagues the knowledge and confidence to spot potential warning signs. Over 2,000 colleagues completed the training. For colleagues, without system access, we designed and delivered 1,775 in-person training sessions. This programme will be refreshed and repeated every three years.

Awareness raising

We have continued to invest in campaigns to raise awareness of Modern Slavery and Human Rights risk among our colleagues. We marked Anti-Slavery Day 2025 by hosting a webinar on how modern slavery is happening within the UK today, how survivors are being supported and the role we can all play to help tackle it safely. We were joined by two guests from food manufacturing businesses who shared their experience of modern slavery within the food industry, alongside a guest from Bright Future.

We also partnered with the Future Food Movement to host a Lunch and Learn webinar that explored the interconnected forces driving human rights risk across the globe and sharing specific examples of exploitation impacting the food sector today.

6. Collaboration

In an evolving environment, where the challenges are difficult to manage and complex, we need to ensure that 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 has been a member of FNET since 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 our active membership, we have access to resources, training and opportunities to collaborate and be a force for good. In addition to these, we have quarterly strategic review sessions to ensure we remain on track. These include webinars, conferences and working groups. We continue to be involved in several working groups within the network.

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 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.

6.3 Bright Future

We are proud to have become a business partner of the Bright Future Cooperative in FY26, a national initiative that aims to fast-track survivors of modern slavery into high-quality employment. During FY26 we promoted this initiative to our HR colleagues, with the objective of identifying further opportunities for sites to engage in the programme. We're actively seeking a placement at one of our manufacturing sites.

6.4 Industry Collaborative Action

In FY26, we joined forces with AIM-Progress, working on a multi-commodities programme looking at collaborative engagement on agricultural labour risks in Turkey. Premier Foods purchases a significant amount of vine fruit in Turkey and, therefore, we are actively engaged in trying to improve the working conditions of migrant workers in Turkey's agricultural sector. In partnership with AIM-Progress, other industry actors, manufacturers, NGOs such as the Fair Labor Association (FLA). The collective is working to address the needs of workers, farmers, and labour intermediaries in the agricultural sector in Turkey.

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 several 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 Actions completed for FY26

- Launched a Responsible Sourcing Handbook, cascaded by our Procurement team to our suppliers.

- Continued to embed the new Premier Foods Human Rights Policy internally, leveraging our Employee Resource Groups (ERGs), and externally with our suppliers and customers.
- Launched the Modern Slavery E-Learning Awareness course for all connected users of which over 2,000 colleagues completed and passed the training.
- Trained 1,775 non-connected colleagues face to face Modern Slavery Awareness training course across our 7 sites.
- Continued to work through our high-risk supply chains and collaborate with these suppliers to understand and mitigate any human rights risks.
- Extended our Ethical Trade Co-ordinator for 12 months to ensure we are on track.
- Trained 45-line managers in recruitment training.
- 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 257 Food Safety and Quality audits, all of which incorporated elements of social compliance questions. Of these, 79 were onsite audits carried out at suppliers' facilities, while a further 178 were conducted remotely through a self-assessment process for lower risk suppliers. Where non-conformances were identified, suppliers were required to implement time-bound corrective action plans. We achieved a 100% close-out rate for all non-conformances relating to ingredients and packaging along with a 99% close-out rate for co-manufacturers.
- In relation to the 178 the self-assessment audits, around 70% were successfully reviewed and approved with no further action. However, a significant number, around 30%, were required to implement corrective action plans prior to approval. A small number of suppliers were not approved to supply, primarily due to their failure to meet our minimum standards, including the absence of appropriate ethical or food safety certifications. These are screened out at the early stage of assessment
- We trained 105 colleagues on Introduction to Line Management for our managers working in 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.
- We are proud to have become a business partner of the Bright Future Cooperative in FY26, a national initiative that aims to fast-track survivors of modern slavery into high-quality employment.
- Refreshed and redesigned our grievance mechanisms posters and relaunched to all sites.

7.2 Commitment and Plans for FY27

In FY27 we will focus our actions across the following key themes:

- **Governance and accountability:** Continue to work cross-functionally through our Human Rights Working Group, bringing together key functions including HR, Procurement, Technical, Operations and ESG. We will maintain our focus on Ethical Trading through our Enriching Life Plan and Human Rights Policy, encouraging suppliers to adopt similar standards within their own businesses.
- **Transparency and reporting:** Report more openly on our actions, findings, successes and areas for improvement in a simple and transparent way each year.
- **Supply chain due diligence and risk management:** Retain membership of SEDEX and EcoVadis and encourage all ingredients, packaging, bought-in finished goods and relevant services suppliers to join. We will continue to conduct routine Technical and Ethical Compliance Audits,

increase our understanding of risk within newly acquired businesses, focus on global supply chains, and expand Human Rights Due Diligence to ensure our policies remain fit for purpose.

- **Training and awareness:** Ensure Procurement and HR teams receive training on their accountabilities under the Modern Slavery Act, and that colleagues across all sites are trained and supported to understand Modern Slavery risks through bespoke materials, communications and site-based awareness activity. In addition, we will roll out a HRDD Buyer Pocket Guide to all Procurement colleagues.
- **Collaboration and external engagement:** Partner with external experts, academia and non-governmental organisations, to further develop our knowledge and remain abreast of changes in legislation and/or best practice. We will continue to engage with suppliers of high-risk ingredients, collaborate with suppliers, customers and similar businesses to address human rights risks in key sourcing regions, and participate in collaborative initiatives including AIM-Progress activity on labour rights in Turkish agriculture.
- **Remediation and response:** Continue to work with Bright Future to explore whether a placement is suitable at one of our sites. We have also added Human Rights to our Crisis Manual and will conduct a Human Rights breach simulation to ensure we are trained to respond appropriately in line with our policies and relevant legislation.

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	Target	Progress for FY26
Stronger Together	Maintain all manufacturing sites are Stronger Together partners and have a minimum of 2 colleagues trained	100%	86%
Supplier SEDEX Registration	90% of our ingredients, packaging and bought-in finished goods suppliers are SEDEX registered	92%	94%
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%	94%
Supplier Nonconformances	All overdue high risk supplier critical supplier non-conformances are chased, and data assessed for any trends	Ongoing	Ongoing

Please note 6 of the 7 sites have Stronger Together training status – 1 site with 1 HR vacancy awaiting recruitment and training.