



## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### Introduction from Neil Taylor, Managing Director

We are committed to continuous improvement of our practices to combat modern slavery and human trafficking and are dedicated to doing business in an ethical manner with respect for our colleagues and the communities in which they live. We believe this commitment will benefit our customers and other stakeholders affected by the activities of Direct Table Foods. For many reasons, it is quite simply the right thing to do. We recognise, however, that it is essential that our suppliers also understand and appreciate the standards of business conduct that are expected of any company that does business with us.

### Organisation's Structure

#### Direct Table Foods Ltd

The main business of the company is the production and packing of sausages, gammon and bacon products.

This statement sets out the steps that we continue to take to ensure that our business and supply chain is free from modern slavery and human trafficking.

### Our Supply Chains

Our supply chains include:

- Procurement of goods and services
- Outsourcing
- Sub-contracting

### Our Policies on Modern Slavery and Human Trafficking

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking is not taking place anywhere in our supply chains.

### Due Diligence Processes for Modern Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we ensure that, where judged appropriate, new and existing suppliers are visited on site. This helps us to ensure adherence to our standards of ethically transparent supply chains. Further, all suppliers must comply with our Anti-slavery Policy.

We have systems in place to:

- Identify and assess potential risk areas in our supply chain
- Mitigate the risk of modern slavery and human trafficking occurring in our supply chain
- Monitor potential risk areas in our supply chains
- Protect whistleblowers

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our colleagues and managers.

We use the following means to measure how effective we have been to ensure that modern slavery and human trafficking is not taking place in any part of the business or supply chain:

- Business function reports
- Internal colleague training and induction processes
- Our suppliers are obliged to audit their own supply chains and report on findings
- Active members of the Association of Labour Providers (ALP)
- Key team members have undertaken 'Stronger Together' training to support our recruitment and on boarding activity and we are working towards an appropriate level of Stronger Together membership

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2022.

A handwritten signature in black ink, appearing to read 'Neil Taylor', is written over a light blue horizontal line.

Neil Taylor Managing Director

Date: 12 February 2024