

Oscar Mayer Modern Slavery Statement 2023

This statement sets out Oscar Mayer Groups absolute commitment to minimising potential modern slavery or human trafficking risks in its business and supply chains, whilst ensuring that we meet the requirement of section 54 of the Modern Slavery Act 2015. This statement relates to the financial year 2023/2024.

We produce one statement for the Oscar Mayer Group which covers the below businesses.

- Oscar Mayer Limited
- Rowan Foods – Oscar Mayer Limited
- Ferndale Foods Limited

Our Business and Supply Chains

Oscar Mayer is a market leading ready meal supplier to a majority of the major Supermarket brands. The business employs over 2,500 employees. Our product supply chains are global, and we aim to ensure all our products are responsibly sourced. Oscar Mayer undergoes regular independent and supplier audits at all of its sites. We also provide a confidential remediation route for all UK based workers, via both the 'Stronger Together' whistle blowing service and the Navex Whistleblowing hotline. Oscar Mayer will undertake a risk assessment of key Tier One (T1) suppliers, in-line with the Ethical Trade Initiative Base Code and Sedex Guidelines.

Policies and contractual controls

We are committed to ensuring people are treated with dignity and respect. our approach is to implement the United Nations Guiding Principles on Business and Human Rights (Guiding Principles) and to recognise and manage the risk of harm associated with unsatisfactory working conditions, discrimination, modern slavery, human trafficking and forced or bonded labour.

Oscar Mayer operates the following policies that describe its approach to the identification of modern slavery risks and steps taken to prevent slavery and human trafficking in its operation:

- **Oscar Mayer Code of Practice** – The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, act ethically and within the law in their use of labour. As part of the supply chain and labour provider process, all potential and existing key T1 suppliers will be assessed on their suitability as a supplier. Key T1 Suppliers will be expected to provide evidence of compliance with our Code of Practice, which requires them to:
 - Participate in ethical trading audits / assessments.
 - Provide employees with good working conditions, fair treatment and reasonable rates of pay.
 - Respect workers' human rights and comply fully with all applicable laws.The organisation also requires that:
 - All work must be voluntary, and not done under any threat of penalties or sanctions.
 - Workers must not pay any deposits for work.
 - Involuntary labour is prohibited, and workers must be free to leave work at any time with all outstanding monies paid to them.
- **Oscar Mayer Recruitment** – The company will commit to reducing agency provided labour, where possible and offer the opportunity of permanent employment. Prior to commencement of employment, all employees will be expected to demonstrate a right to work in the UK. The Oscar Mayer Recruitment process is compliant with all UK legislation.
- **Responsible Use of Labour Providers**– Oscar Mayer will only contract with labour providers which have an identifiable and legitimate business entity. Legal status shall be determined in accordance

with national law and practice. Oscar Mayer will conduct appropriate due diligence checks to seek to ensure that the labour provider is compliant.

Due Diligence and audits of Suppliers and Supply Chain

Whilst Oscar Mayer will continue to undergo audits as prescribed by our customers, we understand that our biggest exposure to Modern Slavery is in our supply chain. Risk assessments of our supply chain will be undertaken to assess ongoing ethical compliance. New key T1 Suppliers will also subject to due diligence and audits prior to approval.

Future audits will assess compliance with the ETI Base Code and Sedex, and will, amongst other aspects, be intended to identify any potential Modern Slavery practices. If any potential risk is detected, investigative and remedial action will be taken.

Recognising the limitations of relying on mainstream audits, Oscar Mayer will undertake a new collaborative approach with Labour Providers to build a transparent relationship to encourage regular communication and collaboration. This will provide a more pro-active approach aimed at looking at preventative measures rather than reactive measures and remedial action.

Modern Slavery Training

We have an inhouse Learning and Development team who are experts at delivering a wide range of topics. Oscar Mayer provides all permanent new starters with an induction programme which covers Modern Slavery Awareness. It is discussion based and highlights the key indicators to be aware of, locations of posters and confidential helpline. Additionally, Oscar Mayer will continue to raise awareness amongst the workforce using Stronger Together and other relevant forms of communication.

Assessment of effectiveness in preventing Modern Slavery.

Oscar Mayer understands that the risks of Modern Slavery will need ongoing assessment and action to mitigate risk.

Oscar Mayer is fully committed to the prevention of Modern Slavery.

Signed:

A handwritten signature in blue ink, appearing to read 'Ian Toal', is written over a light yellow rectangular background.

Ian Toal, CEO

Date: 1st November 2023