

## Modern Slavery and Human Trafficking Statement

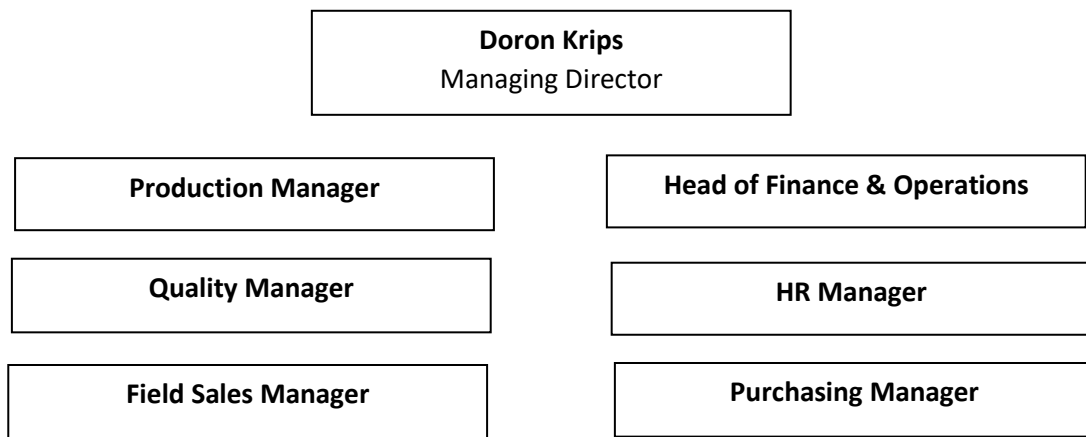
### Introduction

This statement sets out County Food's approach to understanding and addressing any potential slavery and human trafficking risks within its business and supply chains. County Foods takes this matter seriously and is committed to improving our practices to combat slavery and human trafficking.

This statement relates to actions and activities during the financial year 2024/2025.

### County Foods Structure

The management structure diagram below outlines who has responsibility for the implementation of the Modern Slavery and Human Trafficking Statement.



### Business & Supply Chain Overview

Established in 2004, County Foods Ltd is a successful supplier of meat products, delicatessen, and dry goods to the catering industry. Our focus is to deliver a bespoke service to our customers operating 7 days per week. As a growing organisation, we believe our success directly relates to the combined efforts of our diverse team of employees.

Our supply chain consists of various business types, such as producers, manufacturers and wholesale brokers across the UK and Europe.

### Our Commitment

We are committed to ensuring that there is no modern slavery or human trafficking within our supply chains or any part of our business. The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and modern trafficking in its operations:

- Whistleblowing policy
- Employee code of conduct
- Supplier Assessment

## Due Diligence

As part of our initiative to identify and mitigate the risk of slavery and human trafficking occurring within our business and supply chains, the organisation undertakes due diligence when taking on new suppliers and regularly reviews its existing ones. This includes:

- evaluating the modern slavery and human trafficking risks of each new supplier through a supplier assessment
- Having in place systems to encourage the reporting of concerns and protection of whistleblowers.
- SEDEX membership to support our company in creating a more socially and environmentally sustainable supply chain.
- Endeavouring to ensure our supply chain providers are, wherever possible, with a UK provider where we would expect these entities to have suitable anti-slavery and human trafficking policies and processes.
- Not engaging with or, in severe cases terminating contracts with suppliers that violate our supplier assessment criteria.

## Effectiveness in combating slavery and human trafficking

The Company uses the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring, right to work documentation and payroll audits.
- We maintain a level of communication and personal contact with the next link in the supply chain to ensure their understanding of, and compliance with, our expectations.
- We endeavour to regularly review supply chain policies, codes of conduct and our working practices to show commitment.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement.

## Training

As a result of County Food's review of its effectiveness of identifying and reducing the risk of slavery and human trafficking in its business and supply chains, the organisation requires all employees to complete the company's induction, which includes Modern Slavery. All management and supervisory employees be required to complete additional online Modern Slavery Training Modules as part of their induction into the business.

## Reporting suspicions of slavery

Employees can report any suspicions of slavery either through the Company's Public Interest Disclosure (Whistleblowing) policy or externally to the Modern Slavery Helpline [Modern Slavery Helpline](#) 08000 121700.