



Modern Slavery and Human Trafficking Statement

Revision N° 3
Review Date: June 2024
Issue Date: 19.06.2023
Issued By: A.Naryshev
Authorised By: H.Christiansen
Document Reference: FFTM 1.3-2
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Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and outlines the steps that Futura Foods UK Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Our Business

Futura Foods is one of the largest suppliers of continental cheese to the UK and Ireland. Our range includes Greek, Cypriot, Italian, Spanish and Northern European cheeses from carefully selected partner dairies across Europe. Our flexible distribution network enables us to supply an extensive range to retailers, wholesalers, food manufacturers and food service.

Our highly experienced team have dedicated themselves to providing full Sales, Technical, Marketing, and Logistics support as part of a tailored service to the Retail & Food Service Industry, for more than 15 years.

Futura Foods main shareholder is the Nordex Food, which is a privately owned Danish dairy food company that specialises in the production of white cheeses. With three dairies in Denmark, Austria and Romania, we produce one of the world's largest selections of white cheese.

Our Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships.

We operate a number of policies to ensure compliance, which includes;

- 1) Recruitment policy. To safeguard against human trafficking or individuals being forced to work against their will, we operate a robust recruitment policy, including checks for all potential employees on their eligibility to work in the UK.
- 2) Whistleblowing policy. We operate a whistleblowing policy which allows employees, without fear of reprisal, to raise concerns about how other employees are being treated, and about suspect practices within our company or supply chain.
- 3) Ethical trading policy. We believe that all workers should be free from exploitation and discrimination, and all employees should enjoy conditions of freedom, security and equality.
- 4) Supplier approval policy. We aim to ensure our supply base feels secure to supply and operate within our business. Honesty and integrity is an important factor when growing a relationship with Futura's suppliers. It is the aim of Futura Foods is to generate long term, trusted, supply chains with the manufacturing sites. We aim to source all products from BRCGS accredited, or equivalent, factories. If the supplying site has BRCGS, we will store on file the current BRCGS certificate and, if applicable, report.

Supply Chain

We source our products through several different suppliers throughout Europe and the UK. We encourage our suppliers to sign up to Sedex (Supplier Ethical Data Exchange), and we also have our own rigorous vetting process for new suppliers, which will highlight any relevant risk areas.

We also undertake supplier visits and follow up audits for selected suppliers.

Our Technical & Quality Director is responsible for supplier audit and their compliance with our standards and policies. If a supplier is found to contravene the requirements set out in this Code, we reserve the right to terminate any associated agreement or business relationship.



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Communication and Training

Futura's policies are available online to employees, and training on modern slavery will be undertaken to our leadership team, procurement teams and other relevant employees. This will ensure an understanding of the signs of modern slavery and what steps to take if it is suspected.

Approval

This statement has been approved by Futura Foods UK Ltd.'s Managing Director, who has overall responsibility for ensuring this policy is maintained and applied.

A handwritten signature in blue ink, appearing to read "Hans Christiansen".

Hans Christiansen
Managing Director

Date: 4th of July 23