

Interfood Technology Ltd. Modern Slavery Statement

1. Purpose of this statement

This purpose of this statement is to set out the approach of Interfood Technology Ltd. to eliminating modern slavery, human trafficking, forced labour and labour rights violations from our business activities and supply chain for the financial year ending 31 December 2023.

It has been prepared by Interfood's General Counsel and was approved by the Directors on 26 June 2024 in accordance with the roles and responsibilities set out below.

2. Roles and responsibilities

At Interfood Technology Ltd.:

- The General Counsel is responsible for preparing an annual modern slavery statement
- The Directors are responsible for approving this statement annually
- The Human Resources Manager is the designated internal contact for employees who think they have spotted an instance of modern slavery, or have a question about modern slavery

3. Definition of 'modern slavery'

Modern slavery is the severe exploitation of someone for commercial gain. It can include:

- human trafficking – where someone facilitates or arranges the transport of another person for exploitation
- forced labour – where someone is forced to work through coercion (threats)
- serfdom – where someone is forced to work through coercion and lives on another's property
- bonded labour – where someone in poverty borrows money and is forced to work to pay off the debt
- descent-based slavery – where slavery is 'passed down' through a family line
- forced and early marriage – where someone is married against their will or is too young to consent to the marriage

4. Preventing modern slavery

Our business operates through a single UK legal entity: Interfood Technology Ltd. (company no. 03800145), buying industrial food machinery from European manufacturers and selling the equipment, services and support into the UK and Ireland.

- We endeavour to ensure that modern slavery does not form part of our business operations by:
 - publishing our Modern Slavery Statement and Code of Conduct;
 - regularly updating our Anti-Corruption & Modern Slavery Policy ("Policy"); and
 - including a requirement to comply with anti-corruption and modern slavery regulations in all new supply contracts.
- During the coming year we will:
 - Send out a statement to all our suppliers requesting confirmation that they adhere to modern slavery regulations; and
 - Implement a training programme for all relevant staff concerning our obligations regarding modern slavery and how to comply with them.

5. If an instance of modern slavery is identified

5.1. Immediate response

If an employee spots any instance of modern slavery, they should report it to the police immediately. If the situation is not an emergency, they can call the police on 101. If there is a risk of immediate danger, they should call 999.

5.2. If the instance is within our organisation

If an instance of modern slavery is found within our organisation, senior leaders must be informed immediately, and a senior person appointed to oversee all measures necessary to rectify the situation. Steps needed may include:

- changing processes and our Policy
- providing more training to all employees
- reporting individuals who have breached the Modern Slavery Act 2015 to the appropriate authority
- where an employee has fallen short of the expectations of our Policy, taking action in line with our company capability or disciplinary procedures

5.3. If the instance is within our supply chain

If an instance of modern slavery is found within our supply chain, employees must notify the General Counsel who will decide appropriate action. This may include:

- offering advice to the supplier on steps they can take to eradicate modern slavery
- setting a deadline by which changes must be made
- terminating the contract with the supplier

5.4. If the instance is outside of the UK

If modern slavery is identified outside of the UK, the appropriate response will depend on the local circumstances. For example, we may need to work with:

- non-governmental organisations (NGOs)
- local government and law enforcement
- industry bodies or trade union organisations

The immediate response should always be guided by what is safest for the employee and the potential victims.

6. Raising concerns

Employees should contact the General Counsel if they have a question about modern slavery, or if they are not sure something they have seen counts as modern slavery.

The Modern Slavery Helpline can also provide advice. Their number is 08000 121 700.

7. Impact on employees

An employee will face no negative consequences for:

- alerting the appropriate authority and/or senior leaders to an instance of modern slavery
- raising concerns about our business practices
- seeking advice from an outside party about modern slavery
- asking questions about modern slavery

If an employee feels they have suffered a detriment for any of the above, we encourage them to raise this using our company grievance procedure or our whistleblowing procedure.

8. Employee training

Employees will be trained in preventing modern slavery as part of new employee induction. This training and our Policy will be refreshed periodically as required.

9. Key performance indicators (KPIs)

Our Policy's KPIs are:

- Due diligence to be completed on all suppliers before a contract is signed/renewed with them
- All major suppliers to be audited annually
- The number of breaches of the Policy to be recorded
- The number of employees receiving training on modern slavery to be recorded
- Our Policy to be reviewed every year and amended if required

10. Publishing this statement

This modern slavery statement is published on our company website.

A copy can also be requested by emailing compliance@interfoodtechnology.com