

## **Interfood Technology Ltd. Modern Slavery Statement for the Year Ending 31 December 2024**

### **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 2024.

It has been prepared by Interfood's General Counsel and approved by the Directors 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**

- 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
  - conducting regular staff training regarding modern slavery and forced labour
  - including training regarding modern slavery and forced labour as part of our staff onboarding process
  - including a requirement to comply with anti-corruption and modern slavery regulations in all new supply contracts
  - conducting regular surveys of our supply chain by issuing a survey to all our equipment suppliers to be signed off by their compliance officer or equivalent
- As set out in our Modern Slavery Statement for the financial year ending 31 December 2023, during the financial year ending 31 December 2024, we:
  - sent out a survey to all our suppliers requesting confirmation of the extent to which they adhere to modern slavery regulations (see 4.1)
  - implemented a training programme for all staff concerning our obligations regarding modern slavery and how to comply with them (see 4.2)

#### **4.1 Supply Chain**

4.1.1 All major suppliers were sent a summary of the applicable regulations and an accompanying survey in December 2024 requesting confirmation of their compliance with UK and EU modern slavery / forced labour regulations.

4.1.2 At the date of this statement, over 60% of suppliers have responded to the survey.

#### **4.2 Staff Training**

4.2.1 A suitable online modern slavery training course was identified.

4.2.2 In order to maximise its effectiveness, every member of Interfood staff was required to complete the online training.

4.2.3 All staff members completed the training programme in December 2024.

### **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 should 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 policies
- providing further 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 this 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:

- advising the supplier regarding the steps they should take to eradicate modern slavery from its operations
- 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 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 and the contents of this policy as part of new employee induction. This training will be refreshed periodically as required.

## **9. Key performance indicators (KPIs)**

This policy's KPIs are:

- due diligence to be completed on all suppliers before a contract is signed with them including contractual requirement to comply with modern slavery / forced labour regulations
- all major suppliers to be surveyed annually
- the number of breaches of this policy to be recorded
- the number of employees receiving training on modern slavery to be recorded

During the financial year ending 31 December 2024:

- 9.1. Three new suppliers were onboarded. All three supplier contracts require supplier compliance with all applicable modern slavery / forced labour regulations.
- 9.2. All suppliers were sent a survey requesting confirmation of the extent to which they adhere to modern slavery regulations. 60% of suppliers have responded to this request as at the date of this statement.
- 9.3. No breaches of this policy have been reported.
- 9.4. All Interfood staff received training on modern slavery during December 2024.

## **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](mailto:compliance@interfoodtechnology.com)