

	Document No.	Issue No	Title	Author	Approval Date
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FEI Foods Ltd Modern Slavery Policy

FEI Foods Ltd is committed to promoting and enforcing ethical business practices, including a zero-tolerance approach towards modern slavery. We recognize our responsibility to uphold human rights and ensure that slavery and human trafficking have no place in our operations or supply chain. This policy outlines our commitment to eradicating modern slavery and our approach to achieving this goal.

- **Leadership Commitment:** FEI Foods Ltd prohibits all forms of modern slavery, including forced labour, human trafficking, and other exploitative practices. We are committed to conducting business with integrity and expect the same commitment from all employees, suppliers, and business partners. The head of human resources is responsible for the fulfilment of this policy with heads of department accountable for delivery.
- **Legislation:** We will comply with all applicable laws and regulations related to modern slavery. This includes, but is not limited to, the Modern Slavery Act 2015 in the United Kingdom and the required of an annual published statement.
- **Recruitment:** Establish robust recruitment processes to ensure that all individuals employed by FEI Foods Ltd, whether directly or through agencies, are hired in compliance with applicable labour laws and without and form of forced labour, coercion or exploitation.
- **Risk Assessment:** FEI Foods Ltd will conduct regular risk assessments to identify and assess potential areas of modern slavery within our operations and supply chain. This includes assessing the risks associated with specific countries, industries, and suppliers.
- **Supplier Engagement:** We will work collaboratively with our suppliers to ensure they share our commitment to eradicating modern slavery. Supplier agreements will include explicit clauses prohibiting slavery and human trafficking.
- **Training and Awareness:** We will provide training to employees and relevant stakeholders to raise awareness of modern slavery issues and to ensure they understand their role in preventing and reporting any suspected cases.
- **Reporting Mechanism:** FEI Foods Ltd will establish a confidential reporting mechanism for employees and stakeholders to report any concerns related to modern slavery. Reports will be thoroughly investigated, and appropriate action will be taken.
- **Continuous Improvement:** We are committed to continuous improvement in our efforts to eradicate modern slavery. We will regularly review and update our policies, procedures, and practices to address emerging risks and challenges.

Commitment, motivation, and involvement of each employee from the top down is the guarantee for the success of this policy.

Signed:



Simon Lewis
Managing Director

Date:

29/1/24

Signed:



Aled Jones
Head of HR

Date:

29/1/24