

FEI Foods Ltd - Modern Slavery Statement - 2025 Update

Reviewing the previous year, it is encouraging that no issues or concerns have been raised in relation to Modern Slavery. Nonetheless, FEI Foods Ltd is committed to ensuring its zero-tolerance approach to slavery and human trafficking is supported and safeguarded with appropriate internal activity on an ongoing basis.

In 2025, the business will conduct the following activity to support our position against Modern Slavery in our supply chains:

- Improve our bi-annual audits of agency suppliers to better assess compliance with modern slavery and human trafficking standards, now to include direct interviews with agency workers to verify working conditions and identify any potential risks.
- Continue to assess supplier risk profiles annually to ensure any high-risk suppliers receive increased scrutiny and support.

Introduction

In accordance with section 54(1) of the Modern Slavery Act 2015, this statement is made on behalf of FEI Foods Ltd and comprises its slavery and human trafficking statement.

As part of the food manufacturing industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is committed to preventing slavery and human trafficking in its corporate activities.

Organisational structure and supply chains

FEI Foods Ltd specialises in the production of ready-to-eat rice. Its product is manufactured at designated sites in the United Kingdom, specifically Llantrisant and Swansea. At present it has approximately 550 employees across all sites, also utilising temporary labour suppliers where needed. FEI Foods Ltd is committed to ensuring that all its employees are treated fairly, ethically and in accordance with current employment legislation (including the National Living Wage). The organisation is accredited with the British Retail Consortium, is a member of Sedex and works with Stronger Together. These affiliations help demonstrate its commitment to the abolishment of modern slavery.

Furthermore, FEI Foods Ltd adopts a zero-tolerance approach towards any slavery and human trafficking throughout its supply chains. It has several direct suppliers, based in the United Kingdom, Greece, Italy, France, Portugal and Spain. The organisation ensures that all its direct suppliers holds British Retail Consortium accreditation. There is also the expectation that the values of the direct suppliers are aligned with the values of FEI Foods Ltd, ensuring that slavery and human trafficking does not exist within the supply chain.

Our policies

The following company policies are strictly adhered to by the organisation:

- Food Safety and Quality Policy
- Health and Safety Policy
- Environmental and Social Governance Policy
- Labour Standards and Human Rights Code of Conduct Policy
- Procurement and Supply Chain Management Policy
- Modern Slavery Policy
- Whistleblowing Policy
- Diversity, Equality and Inclusion Policy
- Recruitment Policy
- Working Hours and Overtime Policy
- Business Ethics Policy
- Data Protection and GDPR Policy
- Child Labour Remediation Policy
- Bullying, Harassment and Sexual Harassment Policy
- Mental Health, Stress and Wellbeing Policy

These policies demonstrate our pledge to maintaining a fair and ethical workplace whilst also ensuring we are vigilant in ensuring that slavery and human trafficking does not exist within the organisation nor in any of our business relationships.

Due diligence processes for slavery and human trafficking

FEI Foods Ltd has nominated a senior manager to co-ordinate several processes within the business that are in the interest of identifying and addressing risks associated with slavery and human trafficking. These processes include:

- Robust recruitment, induction and onboarding process.
- Bi-annual ethical audits of our labour suppliers.
- Stronger Together escalation process.
- Whistleblowing process.
- Monthly Staff Discussion Forums.

Training

The nominated senior manager has attended a Stronger Together workshop in the interest of increasing organisational understanding of contemporary modern slavery issues. FEI Foods Ltd is committed to ensuring our values are aligned with the values of Stronger Together. The organisation has also raised awareness of modern slavery issues through the display of relevant posters and infographics.

This statement pertains to the 2025 financial year (01/01/2025 – 31/12/25) and is approved by the organisation's board of directors

A handwritten signature in black ink, appearing to read 'L. Williams'.

Lloyd Williams

Managing Director