

FEI Foods Ltd - Modern Slavery Statement - 2026 Update

Introduction

In accordance with Section 54(1) of the Modern Slavery Act 2015, this statement is made on behalf of FEI Foods Ltd and sets out the steps taken by the organisation during the reporting period to prevent modern slavery and human trafficking within its operations and supply chains.

Reviewing the previous year, it is encouraging that no issues or concerns relating to modern slavery or human trafficking were identified or reported. Nevertheless, FEI Foods Ltd remains committed to maintaining a zero-tolerance approach to slavery and human trafficking and continues to implement appropriate controls, monitoring activities and awareness initiatives to safeguard workers throughout its business and supply chain.

As part of the food manufacturing industry, FEI Foods Ltd recognises its responsibility to take a robust approach to preventing modern slavery and human trafficking in all areas of its business.

Organisational Structure and Supply Chains

FEI Foods Ltd specialises in the production of ready-to-eat rice products. Manufacturing activities are carried out at its facilities in Llantrisant and Swansea, United Kingdom.

The organisation currently employs approximately 550 employees across its sites and utilises approved temporary labour providers where operational requirements necessitate additional resource. FEI Foods Ltd is committed to ensuring all workers are treated fairly, ethically and in accordance with applicable employment legislation, including National Living Wage requirements.

The organisation maintains certification to the British Retail Consortium Global Standard (BRCGS), is a member of Sedex and works with Stronger Together. These affiliations support the organisation's commitment to ethical business practices and the prevention of modern slavery.

FEI Foods Ltd operates with several direct suppliers located within the United Kingdom, Greece, Italy, France, Portugal and Spain. The organisation requires its direct suppliers to maintain appropriate food safety and quality certifications, including BRCGS accreditation where applicable, and expects suppliers to uphold ethical labour standards consistent with the values of FEI Foods Ltd.

As part of the supplier approval process, suppliers are assessed against quality, food safety and ethical requirements. FEI Foods Ltd expects all suppliers to comply with applicable labour legislation and to operate free from slavery, servitude, forced labour and human trafficking.

Our Policies

FEI Foods Ltd has implemented a range of policies and procedures designed to support ethical business conduct and protect workers' rights. The following policies are maintained and communicated throughout 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 FEI Foods Ltd's commitment to maintaining a fair, respectful and ethical workplace while ensuring vigilance against modern slavery and human trafficking throughout the organisation and its business relationships.

Risk Assessment and Management

FEI Foods Ltd recognises that modern slavery risks may arise within labour provision arrangements, temporary agency worker recruitment and extended supply chains associated with raw material sourcing.

To mitigate these risks, the organisation undertakes regular reviews of labour providers, supplier approval processes and ethical compliance arrangements. Risk management activities include labour provider audits, supplier assessments, whistleblowing mechanisms and engagement with industry initiatives such as Stronger Together.

During the reporting period, no incidents of modern slavery, human trafficking, forced labour or related concerns were identified within FEI Foods Ltd operations or direct supply chains.

Due Diligence Processes

FEI Foods Ltd has appointed a senior manager to coordinate activities associated with identifying, preventing and addressing risks relating to slavery and human trafficking.

These activities include:

- Robust recruitment, induction and onboarding processes.
- Verification of employees' right to work documentation.
- Bi-annual ethical audits of labour providers.
- Supplier approval and ongoing supplier monitoring processes.
- Participation in the Stronger Together programme and escalation procedures where appropriate.
- Operation of a confidential whistleblowing process.
- Monthly Staff Discussion Forums to facilitate worker engagement and feedback.
- Investigation and escalation of any concerns relating to labour exploitation or unethical working practices.

Employees, agency workers and contractors are encouraged to raise concerns through established reporting channels without fear of retaliation.

Measuring Effectiveness

FEI Foods Ltd monitors the effectiveness of its modern slavery prevention activities through several key performance indicators and review processes, including:

- Completion of labour provider ethical audits.
- Monitoring of whistleblowing reports and grievances.
- Review of issues raised through Staff Discussion Forums.
- Ongoing supplier compliance monitoring.
- Completion of modern slavery awareness activities.
- Review of corrective actions arising from ethical audits.

During the reporting period:

- No modern slavery concerns or allegations were reported.
- Labour provider ethical audits were completed as planned.
- No significant ethical non-conformances relating to modern slavery were identified.
- Worker engagement forums continued to operate across all sites.

These measures provide assurance that FEI Foods Ltd's controls remain effective and proportionate to the risks faced by the business.

Training and Awareness

The nominated senior manager has completed Stronger Together training to enhance organisational understanding of modern slavery risks, indicators and prevention measures.

FEI Foods Ltd continues to align its practices with the principles promoted by Stronger Together and actively raises awareness amongst employees through workplace communications, posters, guidance materials and employee engagement initiatives.

The organisation remains committed to developing awareness and ensuring employees understand how to identify and report potential concerns relating to modern slavery or labour exploitation.

Approval

This statement relates to the financial year 1 January 2026 to 31 December 2026.

This statement has been reviewed and approved by the Board of Directors of FEI Foods Ltd and will be reviewed annually.

A handwritten signature in black ink, appearing to read 'L. Williams', is positioned above the printed name and title.

Lloyd Williams

Managing Director