

	<h1>Anti-Slavery and Human Trafficking Statement</h1>	Reference	Version	2
		CP 11	Amended By	Matthew Keeffe
			Authorised By	Stephen Boylan
			Date	26/03/2024
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Signature Flatbreads (UK) Limited (“Signature Flatbreads” or “Company”) is a Food Manufacturing Company with seven units in the Dunstable area. Our Company Technical Strategy statement is to be a technically led business, proud of the quality of our products and the standards we operate to.

It is important to us that we employ ethical business practices with the people we recruit and in the suppliers of goods and services we engage with. We are committed to complying with the Ethical Trading Initiative and will engage with other agencies and industry partners as required to combat slavery and human trafficking.

We regularly review all our terms of employment to ensure that they comply with all relevant legislation. In order that the Company continually monitors and refreshes its approach, we will continue to provide training to our staff on an annual basis, via our policies, procedures and educational material.

We manage our suppliers of raw materials and services to ensure that they also comply with our ethical policy. As the methods employed by those who perpetrate human trafficking and slavery becomes ever more sophisticated, we are committed to adopting recommended practices to identify and report any issues, confirmed or suspected, where duress or unfair treatment has or may be imposed.

Our commitment to anti-slavery and trafficking extends through our suppliers and partners to the company and we ensure all suppliers conform to the Modern Slavery Act 2015 through their own statements or membership of the supplier’s ethical codes of conduct.

Signature Flatbreads does not wish to support or deal with any business knowingly involved in slavery or human trafficking in any part of its operations. We will not engage with any agencies, suppliers of goods or services or individuals who cannot demonstrate these same values and compliance with our own ethical policies.

We have taken appropriate steps to ensure that there is no modern slavery or human trafficking in our supply chains. These steps include:

- Requiring new suppliers to declare that they are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offence involving slavery or human trafficking.
- Monitoring of existing suppliers of goods and services on an annual basis to ensure they have not become the subject of any investigation in connection with any offence involving slavery or human trafficking and taking appropriate steps should this be the case.
- Provision within our specification documentation and approval process require that our suppliers take appropriate steps to ensure that there is no slavery, forced labour or human trafficking in their supply chains.
- Employment Agencies are audited twice per year to ensure their commitment to eradicating any unethical behaviours and modern slavery is paramount.

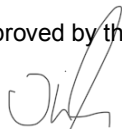
In addition, we will:

- Provide those affected by human trafficking or slavery with robust policies and processes and for external organisations sign posting to assistance, support and guidance to enable their compliance with our commitment to eradicate modern slavery.
- Train staff to be vigilant of behaviours or situations that may indicate human trafficking or slavery and the process to give help and support should any incidences arise. Also, we utilise our connection with ‘Stronger Together’ to ensure education and information to our employees on matters of modern slavery keeps pace with the issues to look out for and assists the Company in eradicating them, should they arise.

We are committed to doing what we can to combat slavery and human trafficking. This anti-slavery and human trafficking statement reflects our commitment to acting ethically and with integrity at all times, in all areas of our operation.

This statement is made under section 54(1) and (2) of the Modern Slavery Act 2015. It constitutes Signature Flatbread's slavery and human trafficking statement for the financial year ending 2023. The turnover of the Company exceeds £36 million for that period.

This statement is approved by the Signature Flatbreads (UK) Ltd Board. It will be reviewed and updated as necessary or on an annual basis.



William Eid

CEO - Signature Flatbreads (UK) Ltd

26 March 2024

Date