

Subject : Modern Slavery and Human Trafficking Policy Statement			Doc. # : HR-P-021
Originator : Louise Workman, HR Manager	Mod. Date : 26/08/2026	Rev. Date : 26/08/2028	Version#: 5

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

1. Policy Statement

Pickstock Telford Ltd is committed to conducting business ethically, responsibly and with integrity in all aspects of its operations. We fully support the principles of the Modern Slavery Act 2015 and maintain a zero-tolerance approach towards all forms of modern slavery, forced labour, bonded labour, child labour, servitude and human trafficking.

We are committed to protecting the rights, dignity and wellbeing of all individuals connected with our business, including employees, agency workers, contractors, suppliers and customers. We recognise our responsibility to identify, prevent and address the risks of modern slavery within our own operations and throughout our supply chain.

Pickstock Telford Ltd will never knowingly enter into a business relationship with any organisation that is involved in, supports, or benefits from modern slavery or human trafficking.

2. Our Business and People

Pickstock Telford Ltd operates within the UK food manufacturing sector and is committed to ensuring that all individuals working for or on behalf of the Company are recruited and employed fairly, legally and transparently.

All employees are recruited in accordance with Company recruitment procedures and are subject to robust pre-employment checks, including verification of identity and eligibility to work in the United Kingdom. Where temporary labour is utilised, it will only be sourced through approved labour providers that can demonstrate compliance with applicable employment, immigration and ethical trading legislation. This includes confirmation that workers are employed voluntarily, are paid lawfully and retain control of their own identity documents.

The Company is committed to ensuring:

- No worker is subjected to forced, bonded or involuntary labour.
- No worker is required to surrender passports, identification documents or work permits as a condition of employment.
- All workers are free to leave their employment in accordance with their contractual obligations.
- All workers receive at least the applicable National Minimum Wage or National Living Wage.
- All workers are treated fairly, respectfully and without discrimination.
- Child labour is prohibited within our operations.

3. Supply Chain Due Diligence

We recognise that the greatest risk of modern slavery can often exist within complex supply chains. Therefore, Pickstock Telford Ltd seeks to work only with suppliers, contractors and service providers who share our commitment to ethical business practices and human rights.

Our procurement and supplier approval processes include consideration of ethical trading, labour standards and compliance with relevant legislation. Where appropriate, suppliers may be required to demonstrate

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compliance through recognised certification schemes, customer standards, independent audits or other forms of assurance.

- We expect suppliers and business partners to:
- Comply with the Modern Slavery Act 2015.
- Respect internationally recognised human rights.
- Prohibit forced labour, bonded labour and human trafficking.
- Prohibit the use of child labour.
- Provide lawful working conditions and fair remuneration.
- Hold their own suppliers and subcontractors to equivalent standards.

4. Auditing and Monitoring

Pickstock Telford Ltd conducts regular internal reviews and monitoring activities to assess compliance with ethical trading requirements and identify potential areas of risk. We continually review our systems, procedures and controls to strengthen our approach to preventing modern slavery and human trafficking.

The Company may also be subject to independent external audits undertaken by customers, certification bodies and other recognised audit organisations as part of our commitment to transparency and continuous improvement.

5. Training and Awareness

Appropriate training and guidance will be provided to employees, managers, Human Resources personnel and relevant operational teams to help them:

- Understand what modern slavery is.
- Recognise indicators of exploitation and human trafficking.
- Understand their responsibilities under this policy.
- Know how to raise concerns safely and confidentially.

The Company will also support suppliers and business partners where appropriate in understanding their obligations relating to ethical employment practices and modern slavery prevention.

6. Speaking Up and Reporting Concerns

Pickstock Telford Ltd encourages employees, suppliers, contractors and other stakeholders to report any concerns relating to modern slavery, unethical conduct or breaches of human rights.

Concerns may be raised through:

- Line Management.
- Human Resources.
- The Company's Whistleblowing Procedure.
- The OSI "Make It Right" Global Hotline.

All concerns will be treated seriously and investigated appropriately. The Company will not tolerate retaliation against any individual who raises a genuine concern in good faith.

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7. Key Performance Indicators

To measure the effectiveness of our controls, the Company may monitor:

- Completion of Right to Work checks before employment commences.
- Completion of ethical trading and modern slavery awareness training.
- Number of concerns raised through whistleblowing or reporting channels.
- Completion of supplier approval and review processes.
- Compliance findings arising from internal and external audits.
- Corrective actions implemented following any identified concerns.

8. Responsibility

Overall responsibility for the implementation of this policy rests with the Directors of Pickstock Telford Ltd.

Responsibility for day to day compliance is shared across Human Resources, Procurement, Operational Management and all employees. Every employee has a responsibility to remain vigilant and report any suspected instances of modern slavery, human trafficking or worker exploitation.

9. Review

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and reflects Pickstock Telford Ltd's ongoing commitment to preventing modern slavery and human trafficking within its operations and supply chain. The policy will be reviewed annually and updated as necessary to ensure continued compliance with legal, customer and ethical trading requirements.

10. Approval



Signed on behalf of the Directors:

Name and Position: Nick Young, General Manager

Date: 7 September 2026