



## Slavery and Human Trafficking Statement – Shazan Foods Limited

### INTRODUCTION

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Shazan Foods Limited has taken, and continues to take, to prevent modern slavery and human trafficking in our business operations and supply chains for the financial year ending 31 December 2023.

We recognise that modern slavery is a significant global issue and are committed to acting ethically, with integrity, and with transparency in all business dealings. We operate a zero-tolerance approach to modern slavery and are committed to continuous improvement in identifying and addressing risks.

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### ORGANISATION STRUCTURE AND BUSINESS

Shazan Foods Limited is a UK-based manufacturer of poultry and red meat products within the Halal food sector. We also operate retail Halal butchery counters within supermarket stores across selected regions of the United Kingdom.

We employ over 400 people and operate through two divisions:

- Shazans
- Shazans Counters

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### SUPPLY CHAINS

Our supply chains primarily consist of:

- Livestock and produce sourced from UK and Irish farmers
- Direct materials sourced from the UK and Europe, including Germany

We recognise that supply chains, particularly those involving agriculture and food processing, can present higher risks of labour exploitation, and we actively monitor these areas.

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### POLICIES IN RELATION TO MODERN SLAVERY

We maintain and regularly review internal policies to support our commitment to ethical trading, including:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Supplier Code of Conduct
- Ethical Trading Policy

These policies set out expectations for employees and suppliers and provide mechanisms for reporting concerns confidentially.

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### GOVERNANCE AND RESPONSIBILITY

Responsibility for anti-slavery initiatives sits with senior leaders across HR, Technical, Commercial, and Operations functions.

Senior management has overall accountability for:

- Policy implementation and review
- Risk assessment and mitigation
- Ensuring cross-functional coordination

The Board of Directors reviews and approves this statement annually.

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### RISK ASSESSMENT AND DUE DILIGENCE

We operate a risk-based approach to identifying and addressing modern slavery risks. Our processes include:

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- Mapping supply chains to identify higher-risk regions and sectors
- Conducting supplier risk assessments and due diligence checks
- Requiring suppliers to adhere to ethical standards and contractual obligations
- Monitoring labour practices, particularly in higher-risk categories

We recognise that risks may arise in areas such as agriculture, food processing, and temporary labour, and we prioritise these in our assessments.

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## **SUPPLIER ENGAGEMENT AND CONTROLS**

We maintain a zero-tolerance approach to modern slavery and require suppliers to share this commitment.

We:

- Are a 'B' member of SEDEX (Supplier Ethical Data Exchange)
- Encourage suppliers to register with SEDEX and participate in SMETA audits
- Include ethical compliance requirements in supplier contracts
- Conduct or commission independent ethical audits where appropriate

Non-compliance may result in corrective action plans or termination of supplier relationships.

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## **TRAINING AND CAPACITY BUILDING**

We provide training to relevant employees and management to ensure awareness of modern slavery risks and indicators.

This includes:

- Participation in Stronger2gether training programmes
- Ongoing development towards Business Partner status with Stronger2gether
- Internal awareness sessions for key operational and procurement teams

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## **WHISTLEBLOWING AND REPORTING**

We encourage employees, suppliers, and other stakeholders to report concerns.

Our whistleblowing procedures:

- Allow confidential reporting
- Protect individuals from retaliation
- Ensure concerns are investigated promptly and appropriately

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## **MEASURING EFFECTIVENESS (KPIs)**

To assess the effectiveness of our actions, we monitor:

- Number of suppliers assessed for modern slavery risk
- Completion rates of supplier ethical audits
- Training completion rates for relevant employees
- Number and resolution of reported concerns

We are working to strengthen our data collection and reporting in this area.

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## **CONTINUOUS IMPROVEMENT AND FUTURE STEPS**

During 2026, we will:

- Enhance supply chain mapping and risk assessment processes
- Increase supplier engagement and audit coverage
- Expand training programmes across the business
- Strengthen performance metrics and reporting
- Continue collaboration with industry partners and initiatives

We recognise that addressing modern slavery requires ongoing effort and collaboration, and we remain committed to improving our approach.

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Shazan Foods Ltd.

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