



MODERN SLAVERY ACT STATEMENT

1ST JULY 2024 - 30TH JUNE 2025

FINANCIAL YEAR



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Foreword



This modern slavery statement has been prepared in compliance with Section 54(1) of the UK Modern Slavery Act 2015. It details the progress made by Caterers Choice Ltd & Fruitypot Ltd during the financial year ending on June 30, 2025. In accordance with the Act, the statement outlines the measures implemented by Caterers Choice Ltd & Fruitypot Ltd to prevent modern slavery and human trafficking within our own company and supply chains.

Caterers Choice Ltd. & Fruitypot Ltd are dedicated to collaborating closely with their suppliers to maintain ethical standards and promote transparency within their supply chains. This statement marks our tenth report on modern slavery, detailing our ongoing initiatives and emphasising that in the past year, we have focused on improving our responsible sourcing program by strengthening essential compliance through our risk assessment processes.

We will thoroughly examine any possible claims of Modern Slavery that may arise within our organisation or supply chains. Any instances of modern slavery will be addressed in accordance with our modern slavery policy and procedure.

This statement is made in accordance with Section 54(1) of the Act and constitutes our slavery and human trafficking statement for the financial year that started on 1st July 2024 and ended on 30th June 2025 . It was approved by our board of directors on the 4th July 2025 and signed on its behalf by:

Charles Pinder

Charles Pinder

Managing Director

Date: 4th July 2025

Sarah Booth

Sarah Booth

Commercial Director

Date: 4th July 2025



Highlights of our 2024/2025 activities



Caterers Choice Ltd. & Fruitypot Ltd. have a strong commitment to prevent any instances of modern slavery within their own company and supply chains. Within our full year 2024/2025 we have achieved the following which has advanced our human rights initiatives.

Collaborated with Slave Free Alliance

to identify how we can further strengthen existing process and controls through their on-site modern slavery gap analysis in 2024

Enhanced our governance processes

to include stronger human rights considerations in our procurement and business decisions by updating our supplier terms of agreements

A cross-functional Environmental, Social, and Governance (ESG)

committee has been established, convening quarterly to include discussions on modern slavery topics.

The committee is composed of the Commercial Director, Technical Director, Operations Director, Purchasing Director, Responsible Business Manager, and Marketing & Business Development Manager.

Implemented a modern slavery risk assessment for all our Tier 1 suppliers and Goods Not For Resale (GNFR) suppliers

Implemented enhanced due diligence requirements for high-risk suppliers which involves a more rigorous assessment to identify and mitigate risks.

Our Commercial Director Sarah Booth

was appointed as a Trustee on the International Board of the charity Hope for Justice who are working to bring an end to modern day slavery and human trafficking

Our Business

For over three decades, our family-owned business has excelled in the importation and distribution of canned and ambient foods across the UK and Northern Ireland. We specialise in providing a diverse array of own-brand, customer-branded, and supplier-branded goods to our customers in the foodservice, wholesale, manufacturing, and retail sectors.

Our extensive product range is tailored to meet the diverse needs of our customers and includes:

- Fish: tuna and salmon
- Tomatoes: including whole tomatoes and tomato paste
- Beans and Pulses
- Vegetables: Such as sweetcorn, mushy peas, and mushrooms
- Fruits: including apples, fruit cocktail, pears and peaches
- Dry Mixes: including gravy, batter mixes and custard

Additionally, our Fruitypot business offers a selection of ambient desserts under our own brands. These products, which include fruit-based jellies, fruit in jelly, and fruit in juice, are supplied to major UK retailers and foodservice clients. We also produce these desserts under private label agreements and operate under licensing agreements for certain jelly product lines.

Our business thrives on enduring and strategic partnerships with suppliers from multiple continents. We emphasise building and maintaining a high level of trust with our suppliers and customers, which we view as fundamental to sustaining an honest and transparent supply chain. We actively support our suppliers and encourage their continuous development, fostering a collaborative approach to mutual success.

This commitment to robust relationships and a diversified product portfolio positions us as a trusted and reliable partner in the food industry.

Caterers Choice has a workforce of approximately 40 employees who are engaged in various roles within the Sales, Operations, Finance, Technical, and Ethical departments of the business.

Caterers Choice Ltd & Fruitypot Ltd are an Accredited Living Wage Employer and we are committed to paying our employees a fair and respectable wage.

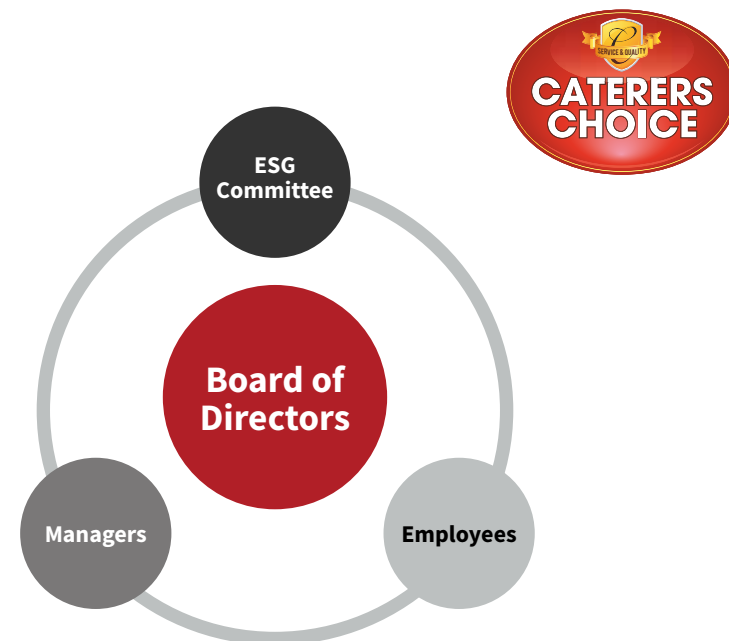


Our Governance Structure

In addition, and to ensure an integrated and collaborative approach, the board meet monthly to coordinate efforts across all our departments which include:

- Finance
- Operations
- Commercial
- Procurement
- Technical
- Responsible Sourcing
- Marketing

The ESG committee convenes on a quarterly basis and includes an oversight of modern slavery topics. The business activities of Caterers Choice are regulated by our ESG Policies.



Board of Directors

Chaired by the Directors who have oversight of the ESG strategy, and support its overall delivery throughout the company

ESG Committee

Review performance against the ESG strategy
Steer and support the development of the ESG strategy
Implementation and update of the ESG strategy
Reporting and disclosure of the ESG strategy
Provide support to the teams

Managers

Achieve ESG outcomes throughout the development process
Empower teams to drive innovation and delivery against the ESG strategy

Employees

Support achievements of ESG outcomes
Engage in ESG related activities and identify opportunities for improvement

Our Policies

Our policies and codes encompass the foundations of the ETI Base Code, the Universal Declaration of Human Rights, ILO conventions, and/or UN Guiding Principles for Human Rights as outlined below:

Internal Policies

Caterers Choice Ltd & Fruitypot Ltd have the following policies in place for our employees:

- Anti-corruption and bribery policy
- The Employee Handbook for Caterers Choice Ltd and Fruitypot Ltd which contains our HR policies and procedures
- CSR Statement
- Human Rights Policy
- Employee Code of Conduct
- Equality, Diversity and Inclusion Policy
- Modern Slavery Policy and Remediation Procedure

External Policies

Caterers Choice Ltd & Fruitypot Ltd have the following policies in place for our supply chain:

- Supplier Ethical Code of Conduct
- Supplier Ethical & Environmental Policy

The board of Directors and senior management at Caterers Choice Ltd & Fruitypot Ltd sign off on our company policies which are reviewed on an annual basis or when a change occurs within the business.



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Our Supply Chain

UK

Number of sites: 21
Total Workforce: 4823
Number of Male workers: 3253
Number of Female workers: 1570

Europe

Number of sites: 16
Total Workforce: 4474
Number of Male workers: 2494
Number of Female workers: 1980

Americas

Number of sites: 5
Total Workforce: 7753
Number of Male workers: 3621
Number of Female workers: 4132

Africa

Number of sites: 1
Total Workforce: 1320
Number of Male workers: 662
Number of Female workers: 658

Asia & Pacific

Number of sites: 21
Total Workforce: 30579
Number of Male workers: 13155
Number of Female workers: 17424

Sector	No of Sites	Total Workforce	% of Permanent & Temporary Male Workers	% of Permanent & Temporary Female Workers	% of Migrant Workers
Food	47	45093	41%	46%	13%
*Goods Not For Resale (GNFR)	17	3856	66%	30%	4%

*Goods Not For Resale (GNFR) refers to purchased goods and services that are not sold to our customer but are instead used to support our operations and activities.



Due Diligence



Caterers Choice Ltd & Fruitypot Ltd expect all suppliers who wish to work with Caterers Choice Ltd & Fruitypot Ltd to comply to our ethical code of conduct and our ethical and environmental policy. The principles set out in these documents are based on the Ethical Trade Initiative (ETI) Base Code, the United Nations Universal Declaration of Human Rights, and the International Labour Organisation (ILO) Core Conventions.

After receiving the data based on the requirements stated in our ethical code of conduct and ethical & environmental policy, Caterers Choice Ltd & Fruitypot Ltd proceed to analyse the supplier's operational environment to determine how they incorporate the principles of human rights into their business structure as outlined in the due diligence process diagram. Caterers Choice Ltd & Fruitypot Ltd use this information to shape our comprehensive risk assessment process, detailed in the ethical risk assessment section within this statement.

Caterers Choice Ltd & Fruitypot Ltd recognise that our supply chains may be risk-dependent in terms of the goods or services provided to us. Caterers Choice Ltd & Fruitypot Ltd acknowledge that monitoring the risks within our supply chain is an ongoing process, and Caterers Choice Ltd & Fruitypot Ltd will continue to review and refine our risk assessment process in this area.

In 2024/2025, we worked closely with a supplier in Asia to enhance their ethical management systems by offering up-skilling, guidance, support, and templates. This collaborative approach proved to be very successful, as the supplier passed their first third-party ethical audit, which allowed them to access new markets with Caterers Choice.



Ethical Risk Assessment



Our Tier 1 ethical risk assessment framework is used to evaluate new suppliers and ensure existing suppliers meet compliance standards. This framework helps us identify the level of ethical risk present at every stage of the supply chain, as outlined in the below steps:-

Ethical Risk Assessment Steps

Step 1

New suppliers of raw materials must fulfil the onboarding documentation and requirements established by Caterers Choice in the due diligence process as outlined on page 9 of this statement

Step 2

Ethical risk assessment conducted which comprises of 29 various internal and external risk indicators as outlined below*

Step 3

Each ethical risk indicator is given a score between 1 and 3, resulting in a final score that determines the risk category, such as high, medium, or low risk

Step 4

When a risk is identified during the ethical risk assessment, we will assist the supplier in mitigating the risk to a level that is acceptable before supply can commence

Step 5

Once the suppliers has met our requirements during the onboarding process, they are then approved to supply into Caterers Choice

Step 6

Tier 1 suppliers that have been classified as high risk through the ethical risk assessment tool are required to implement enhanced due diligence measures, with support and guidance from Caterers Choice

*The ethical risk assessment utilises 29 data risk indicators to pinpoint ethical hotspots in the Tier 1 supply chain, which include as an example (Freedom of Association, Employer Pay Principles, Transport & Accommodation, Country Risk, SEDEX, Living Wage, Migrant workers, Use of Labour Providers, Gender, Worker Feedback, and Grievance mechanism channels).

Human Rights

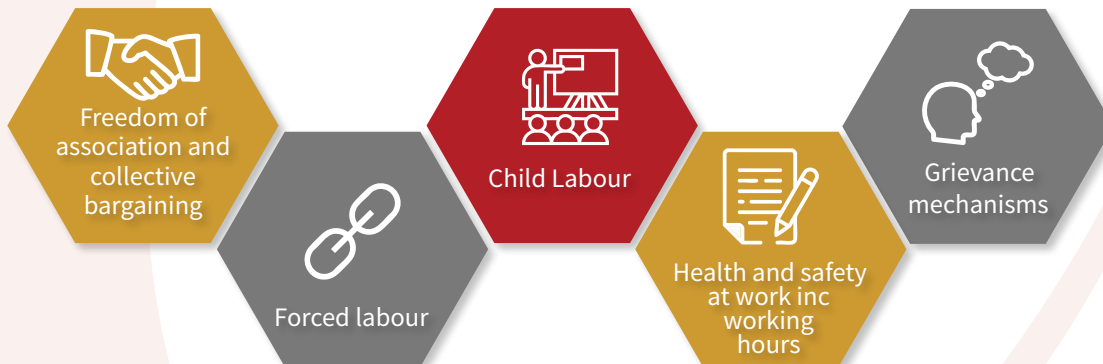
Caterers Choice Ltd & Fruitypot Ltd have set forth minimum criteria in our supplier's ethical code of conduct and ethical policies to guarantee that all our Tier 1 suppliers adhere to our ethical standards, thus safeguarding human rights within our supply chains as part of our due diligence process. Our Goods Not For Resale (GNFR) suppliers are required to adhere to our ethical code of conduct.

Our human rights due diligence framework encompasses our Tier 1 and Tier 2 suppliers, as well as Good not for resale Goods Not For Resale (GNFR) suppliers.

Upon recognising the critical human rights issues that present the most significant threats to the workers associated with our supply chains, we will proceed to formulate actionable plans with specific timelines and key performance indicators for each identified risk in 2025.

We also understand that collaboration is essential to mitigating human rights risks, and we continue to work with the Food Network for Ethical Trade (FNET), the Seafood Ethics Action (SEA) Alliance, International Pole & Line Foundation (IPNLF) and the Slave-Free Alliance.

Our Salient Risks



"Caterers Choice has taken clear, determined steps to strengthen its approach to modern slavery and human rights due diligence over the past year. Over the past year, we have worked closely together to review their systems through a structured gap analysis, identifying practical ways to enhance supplier oversight, risk assessment, and remediation readiness. Looking ahead, we're continuing to work together to implement targeted guidance on high-risk areas such as labour providers and migrant worker protections, with a focus on supplier engagement and remediation readiness. This kind of sustained, structured commitment is what makes real change possible."

Slave-Free Alliance, June 2025

Training



We conduct regular training programs within the business to ensure that employees are aware of modern slavery risks and the procedures for reporting concerns. Training is provided via e-learning platforms as well as during our monthly culture club sessions.

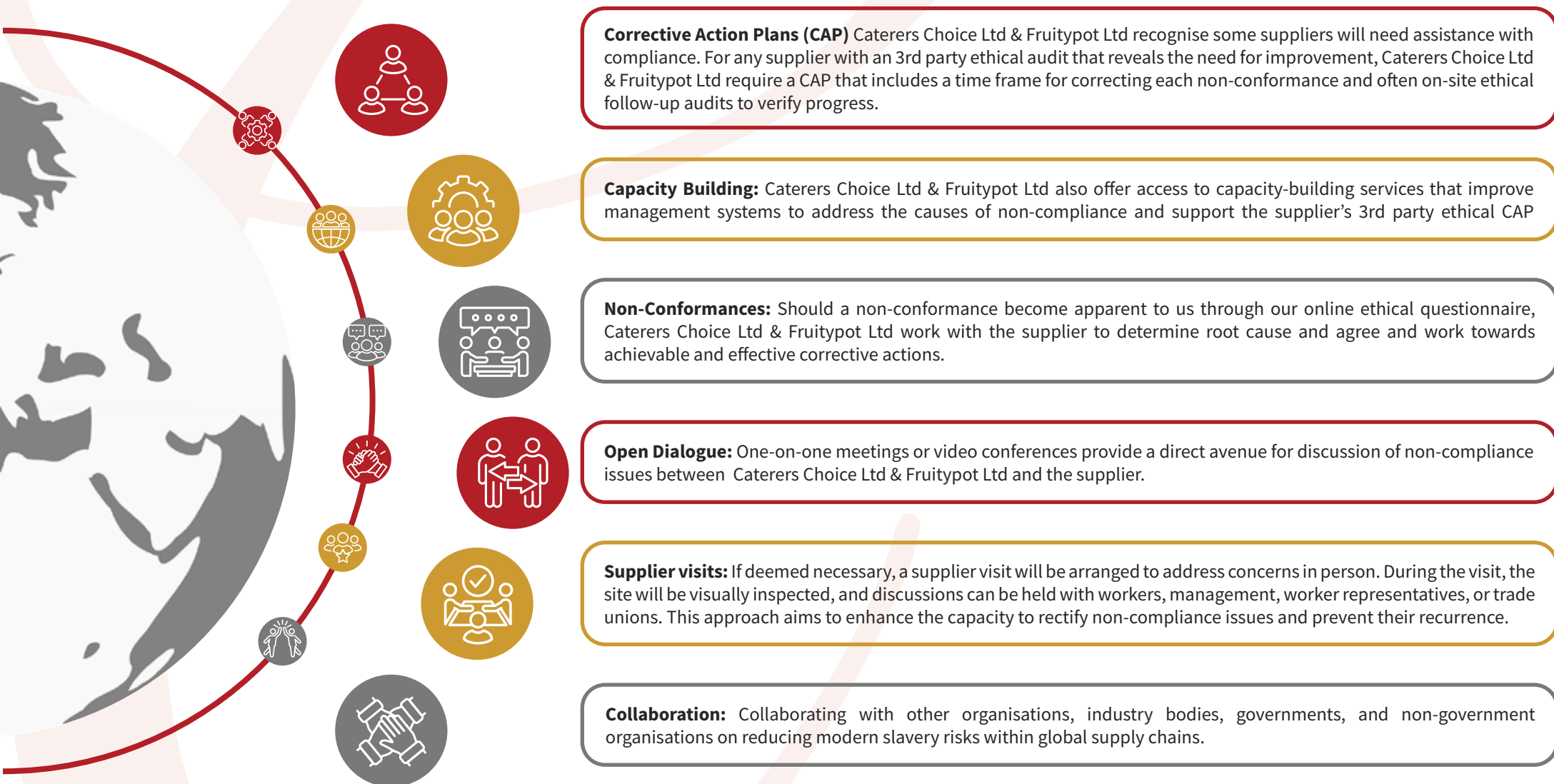
Training carried out in 2024/2025

Topic	Course content	Who participant	Training provider
Modern slavery e-learning	A comprehensive understanding of modern slavery, including how to recognise the signs and indicators of this issue, and appropriately responding to concerns regarding modern slavery	Technical Department Buying Department Members of the Sales Department Responsible Business Manager	Slave-Free Alliance
Tackling Labour Exploitation in UK Warehousing on-line workshop	Comprehend and oversee the risks associated with labour exploitation within the labour supply chains and operations of warehousing in the UK	Compliance Manager	Stronger Together
Advanced Tackling Modern Slavery in UK Businesses on-line workshop	Comprehensive guidance on the execution of modern slavery programs to guarantee their strength and efficiencies	Responsible Business Manager	Stronger Together
Modern slavery	An overview of Modern Slavery from both a global and UK perspective	Employees across all departments	Internal
Labor Practices and Human Rights Reporting	An overview of human rights reporting and identifying core labour practices and human rights reporting topics	Compliance Manager Technical Manager Responsible Business Manager	EcoVadis

Remediation



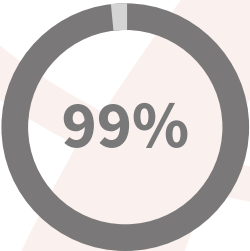
Below are several methods by which Caterers Choice Ltd and Fruitypot Ltd assist suppliers within our supply chains to address or alleviate issues identified through third-party ethical audits or other channels:



Key Performance Indicators

In 2024, we established specific, action-oriented objectives and key performance indicators (KPIs) to effectively track our progress and confirm that we are on course to fulfil our commitments to addressing modern slavery within our organisation and supply chains.

KPI 2024-2025



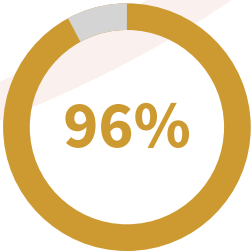
Ethical Code

% of suppliers who have signed our ethical code of conduct



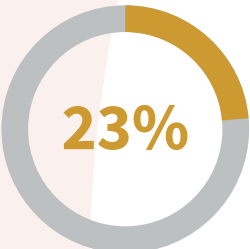
Human Rights Due Diligence

% of suppliers who underwent human rights due diligence screening



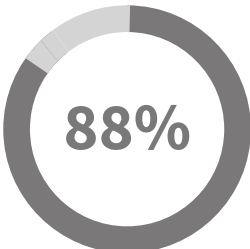
SEDEX

% of suppliers who are registered on SEDEX with a completed SSAQ



Supplier Engagement

% of Tier 1 suppliers engaged in capacity building to strengthen their ethical management systems



Ethical Audits

% of suppliers who have undertaken third party ethical audits



Modern Slavery

% of responsible sourcing, buying and technical employees trained on modern slavery

* For the 1% who have not yet signed our ethical code of conduct, we necessitate the establishment of an annual concession. This concession outlines the reasons for their inability to meet the requirements; for instance, a supplier may be unable to comply with the working hour clause due to a very short seasonality window etc.



Our Progress Against Existing Objectives for 2024/2025

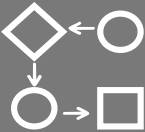
Caterers Choice establishes annual objectives for both our business and supply chains, and we aim to provide updates on these objectives each year. We are happy to announce that significant progress has been achieved in relation to our primary objectives for 2024/2025. Three out of the five objectives have been successfully met, with two objectives being extended into 2025/2026.

Title	Objective	Achieved
Modern Slavery Training	Caterers Choice 3rd party warehouse & storage suppliers to undertake 3rd party modern slavery training	Carried over into 2025/2026
Human Rights	Develop a Human Rights Framework and Action plan	Human rights framework and action plan has been completed
Forced Labour	Develop a policy for our supply chain and service providers on forced labour which will include Employer Pays Principles	This has now been incorporated into Caterers Choice Supplier Terms of Agreement.
Fishing Vessel Policy	Develop a Fishing Vessel Social and Labour Policy for the supply chain	Carried over into 2025/2026
Modern Slavery Remediation Procedure	Develop an escalation and remediation procedure to respond to issues / risks of modern slavery within our own business and supply chains	Completed and will be trained out further in our Culture Club Sessions in 2025



Our Key Objectives for 2025/2026

Over the upcoming year, we will further enhance our strategy for addressing the risk of modern slavery within both our operations and supply chain, as detailed below.

	Human Rights Due Diligence We plan to further enhance our human rights due diligence and guidance for suppliers in Goods Not For Resale (GNFR) supply chains by driving sector-specific due diligence
	Modern Slavery We will continue to proceed with the implementation of the recommendations provided by the Slave-Free Alliance during their Gap Analysis review at Caterers Choice in July 2024
	Supply Chain Caterers Choice 3rd party warehouse & storage suppliers to undertake 3rd party modern slavery training
	Training Continue to enhance our in-person training sessions on modern slavery for Caterers Choice employees
	Policy Develop a Fishing Vessel Social and Labour Policy for the supply chain Develop a migrant worker policy for suppliers who indirectly or directly employ migrant workers on a permanent or temporary basis
	Human Rights Action Plan Implement our Human Rights Action Plan with support from the Slave-Free Alliance



Collaborative Action



It is crucial to work together with different stakeholders to reduce the risks associated with modern slavery in global supply chains. Over the past 12 months, Caterers Choice Ltd & Fruitypot Ltd have continued our work with external partners. These partners include:



Slave-Free Alliance (SFA) – SFA has proven to be a vital partner, offering invaluable support and expert guidance when required, and Caterers Choice Ltd & Fruitypot Ltd greatly value our partnership with them. In July of 2024, a modern slavery gap analysis was conducted by Slave-Free Alliance at our main office located in Huddersfield. This analysis assessed our current policies, protocols, internal and external training provision and identified any areas that require enhancement in our current modern slavery due diligence practices and approach. In 2025 the Slave-Free Alliance will support on our Human Rights Due Diligence framework



International Pole & Line Foundation (IPNLF) – IPNLF has significantly contributed to the development of our knowledge, not only regarding the pole and line fishing method but also the intricacies of small-scale fisheries and the communities involved. Their expertise has broadened our understanding and allowed us to gain insights into the unique challenges, opportunities, and socio-economic dynamics within these communities. Caterers Choice Ltd & Fruitypot Ltd, as members, remain actively engaged with this initiative throughout the year



The Seafood Ethics Action Alliance (SEA Alliance) – Our membership with the SEA Alliance has been immensely beneficial this year. Recognising the high risk to human rights within the seafood industry, Caterers Choice Ltd & Fruitypot Ltd have gained valuable insights from the collaboration's expertise in implementing human rights due diligence



Food Network for Ethical Trade (FNET) – The industry widely acknowledges the Food Network for Ethical Trade (FNET) as a platform that fosters pre-competitive discussions on emerging and existing risks related to human rights and worker rights. It has facilitated collaboration with similar businesses, equipped us with valuable tools for our due diligence program. Caterers Choice Ltd & Fruitypot Ltd as members, remain actively engaged with this initiative throughout the year



We utilise the Supplier Ethical Data Exchange (Sedex) to evaluate the risks associated with our suppliers, oversee their social audits and corrective action plans, and ensure transparency for our customers by establishing connections to our suppliers' sites

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