

Savona Foodservice Modern Slavery Statement

For the financial year – Ending August 2025

Introduction

We are unwavering in our commitment to ethical business practices, including combatting modern slavery across our operations and supply chains. This statement outlines the steps taken during the period of September 2024 - August 2025 to prevent modern slavery and highlights our key focus areas for the 2025-2026 financial year.

Our Commitment

We remain firmly committed to preventing modern slavery, human trafficking, child labour and forced labour in all its forms. We continue to hold ourselves and our supply chain accountable to the highest standards and seek to ensure that ethical labour practices are integral to all aspects of our business. We expect the same high standards from all our suppliers and business partners, emphasising a commitment to human rights, fair wages, and a safe working environment for all.

Reported KPI's (September 2024 – August 2025)

- **Supplier Auditing and Monitoring**
 - **83%** - 325 of our suppliers have undergone external audits conducted by accredited, independent third-party auditors. These audits assess compliance including the prohibition of modern slavery.
 - **17%** - 65 of our suppliers have been audited using Savona's internal approval and monitoring processes. This involves direct engagement with suppliers, including questionnaires, to assess their practices and compliance with our policies and procedures.
- **Suppliers of products and services located by Registered office**
 - United Kingdom - **388**
 - Republic of Ireland - **01**
 - Belgium - **01**
 - Other Regions - **00**
- **High risk suppliers**
 - **0%** Suppliers identified as high risk
- **Instances of Modern Slavery Issues in the period**
 - **0** issues identified or reported

Policies and Key Actions

During the period from September 2024 - August 2025, we have continued to take significant steps to promote the ethical treatment of workers in our supply chain:

Modern Slavery and Human Trafficking Policy

This policy remains in force and sets out our unwavering commitment to preventing modern slavery in all its forms. It establishes clear guidelines for identifying, reporting, and addressing potential risks within our operations.

Supplier Code of Conduct

We have strengthened our Supplier Code of Conduct to ensure that all suppliers uphold the highest ethical standards in relation to labour practices. This includes a strict prohibition of modern slavery and human trafficking across all tiers of our supply chain.

Corporate Social and Environmental Responsibility (CSER) Policy

Our CSER policy continues to serve as a cornerstone of our business approach, embedding sustainability, social equity, and environmental stewardship into our operations. We remain fully accountable to these principles and actively promote their application throughout our supply chain.

CSER Principles

Our CSER framework is now built on three core principles: sustainability, community, and employees. These principles encompass our commitments to social responsibility, environmental sustainability, and ethical business conduct. By integrating them across our workforce, supply chain, and wider community, we aim to deliver long-term positive impact.

Training and Awareness

All relevant personnel within our purchasing and supply chain functions successfully completed accredited Threat and Vulnerability Training in the Supply Chain. This training is continuing within the business and has been instrumental in increasing awareness of risks such as modern slavery, ensuring our team is equipped with the knowledge and tools needed to identify, assess, and mitigate potential threats across our operations and supply chain.

While the majority of our suppliers and manufacturers are UK-based and adhere to national and global certification standards, we recognise that risks still exist, particularly in fresh produce procurement. This sector historically relies on seasonal, temporary, and lower-paid workers, presenting a higher risk profile. However, this forms only a small part of our range and is sourced from long-standing, locally certified suppliers with first-class reputations spanning decades.

To further enhance our approach, we have started to integrate the 'Accreditate' platform that will further strengthen our supplier risk assessment and compliance monitoring. This tool will provide increased transparency into supply chain practices and ethical standards, supporting our ongoing commitment to responsible sourcing including from schemes such as the Rainforest Alliance.

As active members of the Country Range Group, the Federation of Wholesale Distributors (FWD), Logistics UK, and Taste of the West, alongside our certifications with the Soil Association and the Food for Life Sustainable Supplier Scheme, we are committed to industry collaboration. By engaging with sector leaders, sharing best practices, and staying informed on emerging risks, we continuously strengthen our approach to ethical supply chain management and drive ongoing improvements across our operations.

Engaging with Stakeholders

We will continue to strengthen our commitment to combating modern slavery by working to enhance supplier engagement, requiring greater transparency and compliance with ethical labour policies. Internally, we will expand education and communication initiatives to foster modern slavery awareness and inclusivity at all levels. Additionally, we will collaborate with industry partners, trade organisations, and Non-Government Organisations to share best practices and drive collective action.

Key Focus Areas for 2025-2026

During the 2025-2026 financial year, we will focus on the following key areas to advance our modern slavery objectives:

Modern Slavery Initiatives: We will expand our efforts to eliminate modern slavery by enhancing supplier vetting processes, implementing stricter due diligence for higher-risk suppliers, and conducting regular reviews of supplier compliance.

Equality Diversity and Inclusion (EDI): We will complement our initiatives by integrating EDI into our operations, from recruitment to training, to ensure that all employees are supported and have equal opportunities to thrive. This will include programs for neurodiverse individuals, local hiring initiatives, and proactive engagement with minority groups.

Strengthened KPIs: In alignment with our focus on modern slavery and EDI, we will implement stronger, more specific KPIs that will allow us to monitor and track progress on key initiatives. These will include metrics on supplier compliance with modern slavery standards, employee engagement initiatives, and the measurable impact of training programs.

Stakeholder Engagement and Reporting: We will engage our stakeholders, including customers, suppliers, employees, and the local community, to advance our sustainability, modern slavery, and EDI goals. Annual reports will be published to share our progress and challenges, with a transparent focus on the impact of our actions.

Whistleblowing Procedures

Our whistleblowing procedure continues to be an essential component of our efforts to detect and address modern slavery within our operations and supply chain. We have ensured that employees and partners can report concerns confidentially and without fear of retaliation. The whistleblowing process will retain an anonymous reporting option if it is needed, and we will continue to encourage employees to report any suspicions or instances of unethical labour practices, including modern slavery.

Support for Employees

As part of our commitment to employee welfare, we are proud to be an equal opportunities employer and an accredited National Living Wage employer, ensuring all staff receive fair and equitable pay. We remain dedicated to fostering a safe, supportive, and inclusive work environment where employee well-being is a priority. Additionally, through our partnership with Hospitality Action, we provide confidential support for employees facing personal or financial challenges, ensuring help is readily available. We encourage our suppliers to uphold these same high standards across their own operations, promoting fair treatment and well-being throughout the supply chain.

Future Actions

Looking ahead to the 2025 - 2026 financial year and beyond, we will:

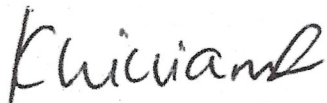
Strengthen Supplier Audits: We will increase the focus on supplier audits, paying particular attention on higher-risk areas and ensuring strict adherence to our ethical sourcing and labour practices.

Develop EDI Training: We will develop EDI training programs for staff at all levels, fostering a culture of inclusion and respect.

Expand Modern Slavery Risk Assessments: We will expand our due diligence and risk assessment processes to include more granular analysis of potential modern slavery risks within our supply chain.

Summary

We remain firmly committed to eliminating modern slavery in all its forms. Through enhanced training, stronger performance measures, and deeper collaboration with stakeholders, we strive to deliver continuous improvement. Our priority is to achieve measurable progress in building a business and society that are ethical, fair, and sustainable.



Kelly Williams

Commercial director

5th September 2025