

Savona Foodservice Modern Slavery Statement

For the financial year – Ending August 2024

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 2023 - August 2024 to prevent modern slavery and highlights our key focus areas for the 2024-2025 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 2023 – August 2024)

- Supplier Auditing and Monitoring
 - **82%** of our suppliers have undergone external audits conducted by accredited, independent third-party auditors. These audits assess compliance including the prohibition of modern slavery.
 - **18%** of our suppliers have been audited using Savona's internal approval and monitoring process within the past year. This process 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 - **422**
 - 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 2023 - August 2024, we have taken significant steps to promote the ethical treatment of workers in our supply chain:

Modern Slavery and Human Trafficking Policy: This policy continues to be enforced to set out our commitment to preventing modern slavery. It provides guidelines on identifying, reporting, and addressing instances of modern slavery in our operations.

Supplier Code of Conduct: This has been reinforced, ensuring suppliers adhere to high ethical standards regarding labour practices, including prohibiting modern slavery and human trafficking.

Corporate Social and Environmental Responsibility (CSER) Policy: Our CSER policy remains a cornerstone of our commitment to sustainability, social equity, and reducing our environmental impact. We continue to hold ourselves accountable to these principles and ensure that they are reflected throughout our supply chain.

Sustainability Policy: As part of our commitment to a sustainable and inclusive work environment, our approach integrates social responsibility, environmental sustainability, and ethical business practices to ensure long-term positive impacts across our workforce, supply chain, and wider community.

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 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 begun integrating Accreditate, a platform that strengthens 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 enhancing 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 2024-2025

During the 2024-2025 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 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 are steadfast in our commitment to preventing modern slavery in all its forms. By strengthening our training programs, setting more robust KPIs, and deepening stakeholder engagement, we will continue to drive meaningful improvements. Our focus remains on making measurable progress towards a more ethical, fair, and sustainable business and society.



Kelly Williams

Commercial director

26th March 2025