



## MODERN SLAVERY STATEMENT

### **Our Business and Organisation**

As an international food manufacturer with operations in the UK, Russia, Spain, Italy, Turkey, and Ukraine, the Gruma EMEA division operates a global supply chain. We recognise our crucial role in combating any form of slavery or human trafficking. We adopt a zero-tolerance approach and continuously take steps to identify high-risk areas within these supply chains.

This statement is made pursuant to the Modern Slavery Act 2015 and outlines the measures that Mission Foods UK Limited (Mission Foods UK) has taken and continues to take to ensure that modern slavery or human trafficking does not occur within our business or supply chain.

We are committed to acting ethically, with integrity, and with transparency in all business dealings. We implement effective systems and controls to safeguard against any form of modern slavery within our business or supply chain. The measures taken by Mission Foods UK and Spain are progressively being applied across the rest of the Gruma EMEA division to comply with the Modern Slavery Act.

### **Our Internal Processes and Policies to Prevent Slavery and Human Trafficking**

Aligned with our Employee Code of Conduct, we prohibit forced labour, child labour, and discrimination. We also operate several internal policies to ensure ethical and transparent business practices, including:

1. **Modern Slavery (Employees) Procedure:** This policy outlines our stance on modern slavery and provides guidance for employees on identifying instances of it and where to seek help. Training on this policy is included in the organisation's induction program.
2. **Recruitment:** Our recruitment policy is robust, including eligibility checks to work in the UK for all employees to prevent human trafficking or forced labour. We do not engage individuals or organisations that use forced labour, human trafficking for labour exploitation, payment for work-finding services, or any work-related exploitation.
3. **Whistleblowing Policy:** We operate a whistleblowing policy to ensure all employees can raise concerns about colleague treatment or practices within our business or supply chain without fear of reprisals.
4. **Registration with Stronger Together:** We are registered with Stronger Together, an initiative aimed at tackling modern slavery.

### **Our Supply Chain**

We conduct due diligence on all suppliers before designating them as preferred suppliers. This includes an online search to ensure the supplier has never been convicted of offenses related to modern slavery. These records are maintained by our technical team.

To develop long-term measures to prevent modern slavery and human trafficking, Mission Foods UK has implemented the following steps:



1. **Established a Working Group:** This group oversees the management of Modern Slavery Act 2015 requirements, including representatives from Purchasing, Technical, and HR departments.
2. **Modern Slavery (Raw Materials) Procedure:** This procedure is followed with all suppliers, incorporating information from The Global Slavery Index and SEDEX.
3. **Risk Assessment:** We have developed a formal risk assessment spreadsheet to evaluate the risks and mitigating factors of all raw material suppliers.
4. **Ethical Trading Policy:** We have established an Ethical Trading Policy based on internationally recognised labour practice codes to mitigate the risk of labour exploitation throughout the supply chain.
5. **Annual Database Review:** Our Technical team annually reviews the supplier database to ensure all suppliers are Sedex compliant and adhere to the Modern Slavery Act.
6. **Ethical Trading Questionnaire:** We have developed a questionnaire for all suppliers to verify their compliance with the Modern Slavery Act principles.
7. **Audit Compliance:** Ethical trading compliance is included in all new customer and supplier audits and monitored on an ongoing basis.
8. **Updated Contract Templates:** All vendor contract templates now include specific references to compliance with the Modern Slavery Act.
9. **Commitment to Training:** We are committed to educating our employees about all forms of exploitation.

Additionally, we engage in verification and audit activities to regularly review existing suppliers and identify, assess, and manage the risk of slavery and human trafficking in our supply chain. Our standard contractual terms require all suppliers to warrant that they will operate according to ethical business practices.

### Going Forward

The Gruma EMEA division will continue the risk mapping exercise and commits to annually reviewing its supply chains and procedures for identifying the risk indicators of modern slavery.

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Approval for this statement on behalf of MISSION FOODS UK LIMITED

Director's Name: Simon Colaco

Director's Signature:

A handwritten signature in blue ink, appearing to read 'Simon Colaco', written over a light blue horizontal line.

Date: 26-07-24