



## Modern Slavery Statement

### 1: Opening Statement from Senior Management

Prima Cheese Limited ('Prima Cheese / we / our') are committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain, and imposes the same high standards on our suppliers.

Prima Cheese has a zero tolerance approach to modern day slavery and is committed to transparency in our approach to tackling modern day slavery throughout our supply chains, consistent with our obligations under the Modern Day Slavery Act 2015.

### 2: Structure of the Organisation

Prima Cheese is a leading UK manufacturer in the food production sector, with headquarters in Seaham, County Durham, and we currently employ a workforce of 150. We work with a range of suppliers and our supply chains are many and varied, however as our operations are based in the UK the majority of our suppliers are also predominantly based in the UK.

Prima Cheese is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

### 3: Policies

As part of Prima Cheese's commitment to combating modern slavery, we have implemented a Modern Day Slavery Policy, and we expect all those in our supply chain and contractors to comply with our values.

Accompanying this, Prima Cheese also encourages the reporting of concerns and / or any suspicions relating to modern day slavery in line with our Whistleblowing Policy.

We also make sure our suppliers are aware of our policies, and expect that they will adhere to the same high standards.

### 4: Due Diligence

As part of our efforts to monitor and reduce the risk of modern slavery and human trafficking occurring within our supply chains, we have adopted appropriate due diligence procedures, and we specifically conduct an audit on our external suppliers to ensure that modern slavery risks are diminished to the extent that this is possible.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains;



- monitor potential risk areas in our business and supply chains;
- reduce the risk of modern slavery and human trafficking occurring in our business and supply chains;
- provide adequate protection for whistleblowers.

## **5: Risk and Compliance**

Prima Cheese evaluates the nature and extent of its exposure to the risk of modern slavery occurring by carrying out regular reviews of the potential for modern slavery or human trafficking in any of our supply chains.

Our current processes and procedures have led us to assess the level of risk of modern slavery and exploitation within our operations to be low, but we recognise that this doesn't mean that we should ever be complacent given that the food industry as a whole is identified to be high risk.

Where we have identified a potential risk then this will be investigated thoroughly. We ensure all our suppliers adhere to our Modern Day Slavery Policy. We enforce a strict code of compliance and do not tolerate modern slavery and human trafficking within our supply chains. For example, if we find evidence of a failure to comply with our policies we will immediately seek to terminate our relationship with the relevant supplier.

## **6: Effectiveness and KPIs**

Prima Cheese has continued to review our key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015. As a result, we are:

- requiring all senior managers, key staff working in purchasing, supply chain managers and HR professionals to have completed training on modern slavery;
- developing a system for supply chain verification whereby we evaluate potential suppliers before they enter the supply chain; and
- reviewing existing supply chains whereby we evaluate all existing suppliers.

## **7: Training**

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our Modern Day Slavery Policy. Employees are taught the benefits of stringent measures to tackle modern slavery and human trafficking, as well as the consequences of failing to eradicate modern slavery and human trafficking from our business and supply chains.



## 8: Further Actions and Sign-off

Following our review of our actions this financial year to prevent modern slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle the risk slavery and human trafficking:

- All of our management team will undertake a specialist training course on Modern Day Slavery;
- All new and existing staff will be reminded of Prima Cheese's commitments in relation to modern day slavery, and where addition general / update training requirements are identified this will be arranged.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Prima Cheese's slavery and human trafficking statement for the financial year commencing 29/03/2021 and ending 27/03/2022.

This statement was approved by the Board of Directors.

Signature:

A handwritten signature in purple ink, consisting of several overlapping loops and a final flourish.

Behroz Beni

**Chairman**

**Prima Cheese Limited**

**Date: 13/05/2021**