

MODERN SLAVERY STATEMENT

September 2025





INTRODUCTION

Modern slavery is a growing global concern, with many people living under conditions of forced labour, slavery, servitude, and human trafficking. It affects all business sectors and regions. Pilgrim Foodservice Ltd is committed to taking all possible measures to eliminate modern slavery within our business and supply chain.

This is Pilgrim Foodservice Ltd's sixth modern slavery statement, published in adherence to Section 54 of the UK Modern Slavery Act 2015. It sets out the steps taken during the financial year ending 30 April 2025 to prevent modern slavery and human trafficking within our operations and supply chains.

STRUCTURE, BUSINESS AND SUPPLY CHAIN

Pilgrim Foodservice Ltd is a family-run business that supplies a wide range of foodservice outlets, including restaurants, cafes, and public houses. We specialise in manufacturing fresh prepared vegetables and butchery products, and we also distribute a comprehensive range of chilled, frozen, and ambient goods, as well as cleaning and disposable products. As a proud member of the Caterforce group, we leverage a wider network to enhance our operations.

Combating modern slavery is a shared responsibility across our business. Our people and senior management teams oversee internal practices, while our Procurement, Buying, and Technical departments focus on ensuring ethical standards are upheld throughout our supply chain.

Our core values, Innovation, Respect, Integrity, and Trust, guide our approach to business and are integral to our efforts to eradicate modern slavery from both our site and our supply chains.

Pilgrim Foodservice operates from our head office in Boston, Lincolnshire, with additional depots in Colchester, Essex, and Huddersfield, West Yorkshire. These locations allow us to serve neighboring counties and London, ensuring efficient distribution and high-quality customer service.

We employ over 300 permanent, full- and part-time team members, including office staff, warehouse personnel, production operatives, and drivers. During peak periods, we collaborate with reputable local labour agencies registered with the Gangmasters Labour Abuse Authority (GLAA) to supplement our workforce.

We also engage various third-party service providers and contractors for essential site maintenance, including manual handling equipment, vehicle upkeep, and building repairs. These providers are well-known to the company and are approved based on a robust safe systems of work perspective.

Our supplier base is diverse, ranging from local farmers to global corporations. We continuously assess our suppliers' practices for modern slavery risks using our comprehensive Ethical Trading Questionnaire and are committed to proactive monitoring to prevent any instances of modern slavery within our supply chains.



POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

Pilgrim Foodservice Ltd's internal HR and Sourcing Policies are based on the Modern Slavery Act and informed by resources from the Stronger2gether website. We are committed to ensuring that all team members are protected from threats of modern slavery or forced labour.

Our internal recruitment team advertises roles and manages the selection process, and we only use reputable external labour agencies when needed. Our commitments include:

- Fair and consistent recruitment, shortlisting, and selection practices.
- Verification of the right to work in the UK for all new team members.
- Ensuring each team member has their own bank account for direct payment.
- Fair and equal treatment for all team members, regardless of age or experience.
- A strict prohibition of child labour.
- A full induction, including comprehensive health and safety training, for all new staff.
- Holiday entitlement that exceeds statutory requirements.
- Fair pay that is never below the national minimum wage.
- Benefits, breaks, rest time, and statutory sick pay.
- A formal grievance procedure for any team members who feel they have been treated unfairly.
- Safe working conditions for all.
- A zero-tolerance policy for forced labour.
- A fair and consistent process for managing team member exits, including documented exit interviews.

All team members have access to the Company Handbook, which is stored electronically within the Quality Management System (QMS). Training is provided to all team members on using the QMS, and policies are enforced through audits and daily communications. Those without system access receive policies via email.

Other relevant policies include:

- Modern Slavery Policy
- Whistleblowing Policy (confidential reporting)
- HR Operating Procedure (recruitment, grievance, induction, exits)
- Supplier Management & Procurement Policy
- Equal Opportunities Policy
- GDPR Policy (data protection)
- Health & Safety Procedures
- Control of Contractors Policy



Our People team is trained to recognise signs of modern slavery, such as a lack of control over personal documents, signs of coercion, or restricted social interaction. This vigilance is a key part of our internal protection measures.

To maintain awareness, our Modern Slavery Policy is available to all team members and is covered within our induction for new starters. We also outsource our payroll to a reputable provider that fully adheres to the Modern Slavery Act 2015.



A document titled "Due Diligence" is shown on a wooden desk. A pen lies on the document, and a book is visible in the background. The text "Due Diligence" is written in a large, bold, serif font, slanted upwards from left to right.

Due Diligence

DUE DILIGENCE PROCESSES

We periodically audit our recruitment and induction processes to ensure we are not inadvertently enabling modern slavery. We require all labour agencies we work with to be fully compliant with the Modern Slavery Act 2015. Any agency that fails to meet these standards will be removed from our approved list, and we will involve the police or GLAA if necessary.

Our risk assessment process for suppliers is ongoing. If we identify a modern slavery issue, we will work with the first-tier supplier to develop a plan for remediation. If they fail to address the issue, we will report them to the authorities and remove them from our supplier list.

Team members who are affected by or suspect modern slavery can report their concerns to any manager or to the People department. We have reviewed and strengthened our whistleblowing channels to ensure they are accessible for all workers, including agency staff.

OUR COMMITMENT AND NEXT STEPS

Building on the progress made this past year, Pilgrim Foodservice will continue to work with internal and external experts to audit our policies and identify any remaining risks. The results of these audits will continue to shape our policies at the senior level.

Looking ahead, we are committed to further increasing our supplier due diligence, with a specific focus on higher-risk imported goods. This will ensure our ethical standards are upheld throughout our entire global supply chain. We will continue to work tirelessly to ensure that every member of our business understands our policies and adheres to the expected behaviours.

This statement has been approved and signed by:

Charles J Bateman | Managing Director

Charles J Bateman

Pilgrim Foodservice Ltd

September 2025





MARSH LANE
BOSTON
LINCOLNSHIRE
PE21 7SJ

PILGRIMFOODS.CO.UK

(1) Ethical Trading Initiative Modern Slavery Statements; A Framework for Evaluation

www.ethicaltrade.org/sites/default/files/shared_resources/ETI%20Framework%20MSS%20Evaluation_v8_for%20publication.pdf