

## **Modern Slavery and Human Trafficking Statement**

**Raynors Food**

**Financial Year Ending 2026**

### **1. Introduction**

Modern slavery is a serious crime and a violation of fundamental human rights. It includes slavery, servitude, forced labour and human trafficking — all of which involve the exploitation of individuals for commercial or personal gain.

Raynors Foods is fully committed to preventing modern slavery and human trafficking in all areas of our operations and supply chain. We act with integrity, fairness and respect for every individual, and we are dedicated to continuous improvement in safeguarding the wellbeing of all people connected with our business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2026.

### **2. Our organisation**

Raynors is a family firm, established in Chelmsford, Essex in 1988. We have grown from a small local operator into a £25m+ turnover national supplier, with a 40-van fleet and over 300 employees. We make over 19 million high-quality sandwiches, wraps, rolls and salads a year. We operate primarily within the UK market and work with a network of suppliers both locally and internationally.

### **3. Our supply chains**

Our supply chains include: Various across the world, all with GFSI, BRC or equivalent certificate. All suppliers must first go through a strict approval process before being able to supply Raynors. This includes providing a GFSI, BRC certification or equivalent, completing a due diligence questionnaire and signing our contract to supply. Some of our suppliers are audited by ourselves too, which is in place to provide extra security of our products and ensure food compliance.

### **4. Policies related to Modern Slavery**

Our approach to preventing modern slavery is supported by our internal policies, including:

- Equality, Diversity & Inclusion Policy – reinforces our commitment to dignity, respect, and a safe working environment for all employees
- Whistleblowing Procedure – enables staff to report concerns without fear of reprisal
- Recruitment & Right to Work Procedures – ensure individuals are recruited lawfully and ethically

These policies and procedures play an important role in reducing vulnerability to exploitation.

## **5. Due diligence and risk management**

We take a risk-based approach to identifying and mitigating modern slavery risks in our supply chain. Our processes include:

- Supplier pre-approval checks
- Ethical and compliance questionnaires
- Requirement for suppliers to meet relevant certification or legal standards
- Contractual expectations relating to labour standards and lawful conduct

Where appropriate, we may conduct further checks or request additional evidence of compliance.

## **6. Supplier expectations**

We have zero tolerance for modern slavery and expect all suppliers, contractors and business partners to uphold our values. Suppliers must ensure that:

- Employment is freely chosen
- Working conditions meet legal and ethical standards
- No worker is subjected to threats, coercion or exploitation
- Subcontractors meet equivalent standards

We reserve the right to terminate relationships with suppliers who fail to meet these expectations.

## **7. Training and awareness**

We will continue to develop employee awareness of modern slavery risks, particularly among those involved in:

- Procurement
- HR
- Supplier management

Training helps our teams identify warning signs and understand reporting procedures.

## **8. Monitoring and continuous improvement**

We continually review our practices to strengthen our approach to preventing modern slavery. Over the coming year, we intend to:

- Enhance supplier risk assessments
- Update due diligence questionnaires
- Improve documentation and record-keeping relating to ethical compliance