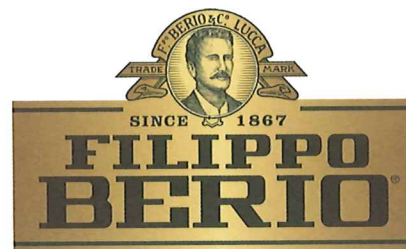


# Modern Slavery Statement



## Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Filippo Berio UK Ltd has a zero-tolerance approach to modern slavery and is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers.

## Organisation Structure

Filippo Berio UK Ltd is the UK sales, marketing and import office. Distributing a range of Olive oil, vinegar, and pesto products as well as other branded tomato, pasta and tuna products to customers and consumers across the UK. Filippo Berio UK Ltd is based in Borehamwood and has fewer than 20 employees.

Filippo Berio UK Ltd has a turnover in excess of the statutory level of £36 million under the Modern Slavery Act 2015.

## Supply Chains

Supply chains include:

### Suppliers of finished goods

The tier 1 suppliers are based in the EU. The tier 1 suppliers have further contractual relationships with lower tier suppliers. The tier 1 suppliers have asked the lower tier suppliers to confirm their compliance preventing modern slavery and human trafficking.

We have established long term relationships with all our finished goods suppliers. This helps to foster security and integrity, including respecting human rights and combating slavery and human trafficking that we, our customers and consumers demand.

### Suppliers of services - Storage, logistics and transport

Stock (finished goods) is stored in warehouses in the UK. At the warehouses the goods are picked, packed and dispatched to customers across the UK.

We have a long-term relationship with these suppliers. They have clearly defined policies and procedures regarding modern Slavery and human trafficking and take active steps to eliminate any risk of modern slavery.

## Policies in Relation to Modern Slavery and Human Trafficking

Filippo Berio UK Ltd has a number of policies that demonstrate compliance with UK employment law. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

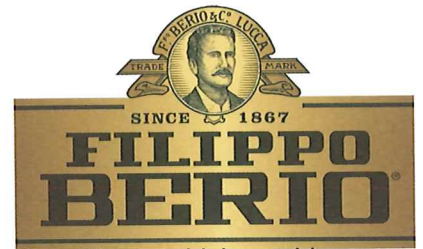
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# Modern Slavery Statement



## Due Diligence Processes

It is a requirement for suppliers to comply with all applicable local and international laws, which would include those relating to labour used in the supply of finished goods and raw materials. We audit our suppliers annually and they have confirmed that they are compliant.

## Risk Assessment and Management

All our suppliers have a long-term relationship with Filippo Berio UK Ltd and all have their own policies and procedures regarding ethical practice and human rights.

## Key Performance Indicators to Measure Effectiveness of Steps Being Taken

The Supplier annual audit measures the compliance of the Suppliers in relation to modern slavery and human trafficking.

## Training on Modern Slavery and Human Trafficking

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will highlight risk to our employees through appropriate training courses.

Employees will be encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy.

## Further Actions

We are committed to keeping our effectiveness in this area under review to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. We intend to take the following action to combat slavery and human trafficking:

Ensure that new and existing suppliers abide by our Supplier Code of Conduct and confirm their agreement in writing.

Further investigation of the information gained from the Supplier Questionnaire to identify any risks of modern slavery and human trafficking.

Organise training for our employees on modern slavery and human trafficking during the next financial year.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Filippo Berio UK Ltd modern slavery and human trafficking statement for the financial year ending 31 December 2021.

This statement was approved by Walter Zanre on 16 September 2021

Signature:   
Chief Executive  
Filippo Berio UK

Date: 16/09/2021

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