

MODERN SLAVERY and HUMAN TRAFFICKING STATEMENT

Introduction

This statement is made pursuant to s.54 of the modern Slavery Act 2015 and sets out the steps that PFD (Carlisle) Ltd has taken to ensure there is no slavery or human trafficking in its own business and supply chains. This statement relates to actions and activities during the financial year 1st April 2024 to 31st March 2025.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of PFD (Carlisle) Ltd:

- Retail
- Wholesale
- Catering

Our Supply Chain

We require our suppliers to comply with the Modern Slavery Act 2015 and to commit to enforcing and maintaining anti-slavery and human trafficking policies.

The company operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Modern Slavery Policy.** The Company makes this policy available to all employees and to staff when they join the Company.
- **Employee code of conduct.** The Company's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.
- **Whistleblowing policy.** The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's Whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Supplier code of conduct.** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics.

Suppliers are required to ensuring that its suppliers to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their workers' working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

- **Social responsibility policy.** Wherever we do business it will always be in full compliance with the laws of the country concerned and with sensitivity to local customers and culture. However, where local law or customs permit business practice which falls below our standard, employees throughout the world will still be expected to adhere to the company's guiding principles. We support ethical trading initiatives to protect the vulnerable from exploitation.
- **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Further Steps

We intend to work further with our supply chain to highlight any areas of risk and to reinforce policies and procedures within the business.

Approval

This Modern Slavery and Human Trafficking statement was approved by the Board of Directors of PFD (Carlisle) Ltd on7th April 2025.....

Signed:.....

Graham Jenkins – Managing Director