



This statement is published on behalf of Lakeside Food Group Limited pursuant section 54(1) of the modern slavery act 2015 for the financial years of April 2024 - April 2025.

Our Business Structure and Supply Chain: Lakeside Food Group was established in 1989 and currently employs over seventy staff across our offices in UK (Head Office), ROI & Poland. Lakeside globally sources multi-protein & vegetarian products from our manufacturing partners in the United Kingdom, Mainland Europe, Brazil and The Far East (Thailand, Vietnam, India & China). We do not own any manufacturing, distribution, or storage companies, but activities such as these are outsourced to third parties. Our customer base is primarily located in the UK and ROI.

Policies

At Lakeside, we continue to conduct reviews of our current internal policies and look for ways to strengthen systems that help prevent Modern Slavery & Human Trafficking in our immediate business and throughout our supply chains.

The **Employee Handbook** has been reviewed and updated (November 2025) with the advice of a consultancy business that provides support and expertise in the areas of Human Resources and Health & Safety. Some of the key amendments include updating our sexual harassment policy and adding employee benefits. These policies are issued to new employees during their business induction and have been provided to all existing staff members. All policies are available on the company intranet. A Modern Slavery information slide has been included in our new starter induction package and is part of our onboarding process.

Employee benefits have been rolled out to our employees offering a cycle-to-work scheme, help with optician costs, pension contribution increase and free charging for electric vehicles at our head office.

A lengthy clause has been added to our **Business' Terms & Conditions** requesting supplier commitment to the prevention of Modern Slavery & Human Trafficking. This has been combined with our **Ethical Trading Code of Conduct**, also included with our Ts&Cs. This Code of Conduct draws from the ETI base code and lays down the minimum standards expected from suppliers. To date, we have full co-operation, and suppliers are willingly signing up to these commitments. We are continuing to roll out contracts across our supply chain.

Due Diligence Processes & Risk Assessment

Lakeside Food Group is a member of **SEDEX** (Supplier Ethical Data Exchange), a non-profit organization which is dedicated to making improvements and ethical business practices in global supply chains. We have continued to encourage our suppliers to take part in the SEDEX program, and the majority are now members. This membership allows us easy access to all SEDEX reports and enables us to complete our risk assessments quicker and more effectively. We also monitor all non-conformances and assist suppliers in closing these where possible.

The overall aim is to ascertain the areas of biggest risk and to focus our efforts accordingly, to help our suppliers to improve.

As a business, the expectation is to gain the most influence over our tier one suppliers. However, we continue to extend our due diligence and risk assessment process across our wider supply base to include

suppliers of product packaging and ingredients, together with outsourced services, such as cold storage and transport. This process has been added to our approval system for new suppliers.

Effectiveness & KPIs

Lakeside is committed to being open, honest, and appropriate about communicating our challenges and achievements in this very important area of our business.

In order to assess the effectiveness of our modern slavery prevention measures, we continue to review the Key Performance Indicators listed below. The intention is to expand on this list as we progress on our journey.

- Percentage of:
 - Tier-one suppliers linked to on Sedex Worldwide – 94%
 - Tier-one suppliers linked to on Sedex in the Far east 100%.
 - Tier-one suppliers with completed Sedex SAQs - 99%
 - Tier-one suppliers with completed Sedex risk assessment - 100%
 - Sedex have calculated our suppliers' risk ratings as follows: -
 - Red risk rated suppliers– 35%
 - Amber risk rated suppliers – 45%
 - Green risk rated suppliers – 20%
 - The number of slavery incidents reported in the supply chain. – 0%

Training

All project leaders have completed formal training provided by Stronger Together on 'Tackling Modern Slavery in Global Supply Chains,' "Advanced Tackling Modern Slavery in UK Businesses" and "Effective Human Rights Due Diligence in Supply Chains."

The content of the above and other online resources was used to develop an 'in house' training module and this training was rolled out to the Board of Directors and all relevant employees within Lakeside.

Due to the nature and size of our business, training will not be required for all employees. New employees will be provided with this training, as and when it is deemed appropriate to their job roles and responsibilities.

The board of directors approved this statement.

Adrian Carr, Trading Director



Gail Hodson, Technical Director



Gary Irvine, Managing Director



Hayley Toleman, Finance Director

