

**FIRST MILK GROUP
(INCORPORATING FIRST MILK LIMITED, THE FIRST MILK CHEESE COMPANY
LIMITED, FAST FORWARD FFW LIMITED, AND LAKE DISTRICT BIOGAS LIMITED)**

MODERN SLAVERY STATEMENT 2024

1. INTRODUCTION

- Modern slavery is an abuse of human rights and a crime.
- First Milk takes a zero-tolerance approach to modern slavery and is committed to taking all reasonable steps to ensure that:
 - no employee nor anyone else working in our supply chain is being exploited;
 - all relevant laws and international standards are adhered to.
- This statement sets out the steps that First Milk has taken to ensure that there is no modern slavery in its supply chain.
- First Milk's supply chain is predominantly based in the United Kingdom and our approach to modern slavery reflects this. At the same time, we will remain vigilant to the risks of modern slavery occurring in the parts of our supply chain that are outside the United Kingdom.

2. WHAT WE HAVE DONE

First Milk has undertaken the following activities relating to modern slavery:

- Our Ethical Trading Policy, adopted in 2020, makes it clear that we take a zero-tolerance approach to modern slavery and are committed to taking all reasonable steps to ensure that no employee nor anyone else working in our supply chain is being exploited. The Policy is communicated to staff (through First Milk's intranet), contractors and other bodies and individuals that are part of our supply chain;
- In 2022, we adopted a Supplier Code of Conduct, which is applied to all our suppliers, including our farmer members. The Code states that we expect our suppliers to adhere to a range of standards derived from the Ten Principles of Business and Human Rights of the UN Global Compact, which includes the highest labour standards. In particular, the Code of Conduct states that:

"Employment is freely chosen. Suppliers cannot use forced or compulsory labour, or modern slavery, in any form and will ensure employees work in

compliance with all applicable national laws and mandatory industry standards for working hours, minimum wages and holidays. Only employees with legal authorisation shall be employed”

We require all our suppliers to commit positively to adhere to our Supplier Code of Conduct and all our strategic and preferred suppliers have done so.

- In 2022, we achieved B Corp certification and maintained our Ecovadis Silver rating. Both B Corp and Ecovadis set rigorous standards in a range of areas including treatment of workers. B Corp and Ecovadis audit compliance with these standards.
- New employees are made aware of all First Milk policies, including the above-mentioned Ethical Trading Policy and, where appropriate, Supplier Code of Conduct, and where they can access them.

3. WHAT WE PLAN TO DO

- We will issue annual questionnaires to our suppliers asking them to confirm what steps they have taken to ensure they avoid modern slavery in their own activities and supply chains. we will review responses to these questionnaires and take action where appropriate.
- We will carry out due diligence on any new suppliers and will require them to commit to our Supplier Code of Conduct.
- We will continue to make new employees aware of our Ethical Trading Policy and, where appropriate, our Supplier Code of Conduct.
- We will review the risk of modern slavery occurring as part of our risk management processes (although we consider that risk to be low as the result of the measures in place as noted in this statement).

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 on 31 march 2024.

Approved by the board of directors of First Milk Limited on 16 December 2024

Shelagh Hancock
CEO, First Milk Limited

16 December 2024