



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 FOR YEAR ENDED 31 DECEMBER 2022

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 in the year ended 31 December 2022 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. ACTIVITIES IN THE YEAR ENDED 31 DECEMBER 2022

First Milk undertook the following activities relating to modern slavery in the year ended 31 December 2022:

- 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 has continued to be 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 will be 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 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 were made aware of all First Milk policies, including the above-mentioned Ethical Trading Policy and Supplier Code of Conduct, and where they can access them.

3. FUTURE PLANS

- We will continue to undertake investigations with the aim of ensuring that other organisations in our supply chain are also taking reasonable steps to ensure that they are not directly or indirectly involved in modern slavery. This will be done through the extension of our standard supply chain audits and includes:
 - Requesting supplier policies, and
 - Requesting the completion of questionnaires
- We have started to require suppliers to commit to adhering to our Supplier Code of Conduct in new contracts.
- Our Standard Terms of Purchase will be reviewed in 2023 and a requirement to adhere to the Supplier Code of Conduct will be incorporated in the updated Terms.
- We will continue to include additional checks on employment practices in the periodic audits that are carried out in relation to our farmer members.
- We will act to address any occurrences of modern slavery that we become aware of through these audits.
- We will continue to publicise our ethical policies and provide training to our staff to ensure that they are adhered to.