

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

2026

Limetree Foods Ltd t/a SANDWICH KING is committed to operating as a socially responsible business and maintaining the highest ethical standards across all areas of our operations and supply chain.

Through our management team and employees, we are committed to:

- Protecting and supporting the environment
- Supporting charities and local communities
- Promoting equality, diversity and inclusion
- Maintaining safe and efficient working practices
- Working with suppliers and customers who share our ethical values

As part of this commitment, we take a zero-tolerance approach to modern slavery and human trafficking. We are dedicated to ensuring that no form of slavery, servitude, forced labour or human trafficking exists within our business or supply chain.

We continue to take proactive steps to identify, prevent and eliminate any risk of exploitation, including practices such as:

- Physical or sexual abuse
- Intimidation or threatening behaviour
- Withholding or diverting wages
- Unsafe or abusive working conditions
- Excessive or compulsory overtime
- Exploitation of vulnerable workers



OUR PEOPLE

“We are committed to protecting the wellbeing, rights and dignity of all employees”

We continue to:

- Operate strict employment policies covering recruitment, anti-bribery and corruption, health and safety, harassment and bullying.
- Carry out regular audits of agency providers to ensure workers are treated fairly, paid correctly and not subject to unfair deductions.
- Ensure all directly employed personnel are paid fairly and in line with the Real Living Wage.
- Monitor working hours to ensure they are reasonable, and employees receive appropriate rest periods and days off.
- Encourage employee engagement and feedback through regular engagement surveys and action planning.
- Source temporary workers only through reputable GLA-approved agencies.

We recognise that agency workers may be more vulnerable to exploitation and are actively working to reduce reliance on agency labour across our sites by increasing permanent production-based roles. Where possible, agency workers are offered permanent employment opportunities.



TRAINING AND AWARENESS

“We believe awareness and education are essential in preventing modern slavery and human trafficking”

To support this:

- All new employees receive information on modern slavery and human trafficking during their induction.
- Employees are made aware of confidential whistleblowing procedures and reporting channels.
- Refresher training is provided to all employees every three years.
- Whistleblowing contact details are regularly communicated and displayed within staff areas, including workplace canteens.
- Managers and supervisors receive training to help them recognise the signs of modern slavery and respond appropriately.
- Internal training programmes continue to be reviewed and developed in line with current guidance and best practice.

OUR SUPPLIERS

“We continue to work closely with suppliers to ensure our entire supply chain actively supports the prevention and elimination of modern slavery and human trafficking”

Our approach includes:

- Ongoing engagement with suppliers regarding ethical standards and compliance.
- Regular reviews of UK suppliers to ensure compliance with Modern Slavery legislation.
- Risk assessments to identify suppliers who may present a higher risk of modern slavery concerns.
- Working directly with suppliers, or through third-party auditors, to support improvements where risks are identified.
- Taking appropriate action, including sourcing alternative suppliers, where adequate improvements cannot be achieved.



COMMITMENT

“We remain committed to continuously strengthening our policies, procedures and awareness surrounding modern slavery and human trafficking. We will continue to review and improve our practices to ensure we operate responsibly, ethically and transparently across all aspects of our business”



**Sandwich
KING**
THE NAME SAYS IT ALL!