

HAWKSMOOR

Hawksmoor Group Modern Slavery Statement 2023

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. This statement constitutes our slavery and human trafficking statement for the financial year ending 31st December 2023. The directors, senior management and everyone who works for “Underdog Group Ltd (“Hawksmoor Group” or “Group” or the “Company”) recognize that Modern Slavery breaches fundamental human rights and is a crime. Modern Slavery also violates the fundamental values and everything our Company stands for. We act with integrity and pioneer best practice in all business dealings with our supply chain. We are committed to every aspect of the Modern Slavery Act 2015 and require our suppliers and business partners to have the same respect and commitment.

OUR STANDARDS AND PROCESSES

We have a number of standards and processes in place to ensure that the Company conducts itself in a transparent, ethical and responsible manner. These are:

- Our culture: As an equal opportunities’ employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our teams. We want every employee to feel comfortable and confident to expose wrongdoing with any risk to themselves and our culture encourages openness and integrity throughout the Group. Our employee handbook sets out our whistleblowing procedure.
- How we do business: We do not enter in business with any organization, in the UK or abroad which knowingly support or is found to be involved in slavery, servitude and forced or compulsory labour.
- Recruitment and people management process: We have a comprehensive recruitment and people management process, including checks and audits to ensure that all employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.
- Supply chain: The directors place the utmost importance and integrity into the supply chain to ensure the highest standards in all food supplied to the Group and high welfare in all livestock. Our Policies comply with EU and UK legislation including the Modern Slavery Act 2015 and the Proceeds of Crime Act 2002 and we ensure that our suppliers comply with all relevant national and local legislation and our best practices.

DEDICATED TEAM

We have both internal and external resources who regularly audit, inspect and investigate standards for all of our food suppliers to ensure they adhere to all relevant legislation, to our values and comply with the highest standards we expect.

TRAINING

We regularly conduct training for our procurement/buying and people teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

OUR PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified;
- Our senior team are satisfied to the same degree in respect of our entire business and/or supply chain.
- All suppliers are subject to due diligence therefore we are confident all suppliers have been scrutinised.

Through our comprehensive systems and processes and our due diligence on suppliers, we believe we can adequately: (i) identify risks, (ii) prevent slavery and human trafficking; and (iii) encourage best practices.

Alex McLauchlan

CFO