



## Modern Slavery Statement

This statement is made on behalf of Nairn's Oatcakes Limited, pursuant to section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement for the financial year ending May 2024. It outlines the steps Nairn's has taken and future plans to prevent modern slavery and human trafficking in its business and supply chains.

### Our Business

Nairn's Oatcakes Ltd., formed in June 1996, is a leading UK manufacturer of oat-based products under the Nairn's brand and retailer's own brands, with a broad portfolio that includes gluten-free options. We operate across two factory sites and export to over 30 international markets. Our relationships with suppliers are core to our success, supporting our commitment to ethical, sustainable practices.

### Our Processes and Policies

Nairn's operates with a clear set of values and behaviours that support our company vision and a positive work culture. Our Ethical Trading Code and membership in SEDEX facilitate due diligence and uphold high standards in Labour, Health & Safety, Environment, and Business Ethics. We engage closely with our suppliers, encouraging SEDEX membership or completing our Ethical Trading Assessment to ensure alignment with ethical practices.

We are committed to sustainable sourcing, including our fully certified sustainable palm oil supply, and support local economies by sourcing ingredients locally whenever possible. Additionally, our whistleblowing policy and ethical hotline provide channels for employees and contractors to report concerns confidentially, further reinforcing our commitment to an ethical workplace.

### Training

In the past year, Nairn's has completed initial Equality and Diversity Training for our managerial team, reinforcing awareness of modern slavery issues and promoting a respectful and inclusive workplace. Our partnership with "Stronger Together," a leading initiative supported by major UK supermarkets, enables us to provide resources on forced labour, which are shared during staff inductions and displayed on noticeboards.

Moving forward, we recognise the need to keep our managers updated. New managers will undergo initial training, and refresher sessions will be provided for existing managers. Plans are in place to complete this work by the end of our financial year, 17<sup>th</sup> May 2025.

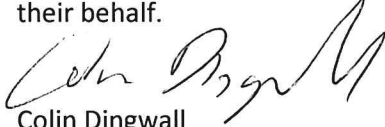
Following the completion of manager training, we will develop new training to raise awareness of modern slavery risks among all employees, including those in sales, marketing, operations, international, finance, and HR. This training will ensure a thorough understanding of the issue across all departments. It is scheduled to be rolled out in the following financial year.

### Future Plans

We will continue to re-brief staff about the ethical hotline and its purpose, emphasising our commitment to a transparent and ethical workplace. Our training initiatives underscore our ongoing efforts to eliminate forced labour and modern slavery risks within our business and supply chain.

This statement is made in accordance with Section 54 of the Modern Slavery Act and constitutes Nairn's statement for the financial year commencing 21<sup>st</sup> May 2023 and ending 18<sup>th</sup> May 2024.

The board of Nairn's Oatcakes has reviewed and approved this statement, which has been signed on their behalf.

A handwritten signature in black ink, appearing to read 'Colin Dingwall', written in a cursive style.

Colin Dingwall  
**Managing Director**