

MODERN SLAVERY STATEMENT: 2024/2025

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Caffyns Plc during year ending 31 March 2025 to prevent modern slavery and human trafficking in its own business and its supply chain.

Introduction

Caffyns plc ("the Company") maintains relationships with many different organisations in its supply chain, as well as directly employing large numbers of people. In the light of the legislation regarding employment and human rights, in particular the Modern Slavery Act 2015, we continue to review our existing policies and risk management processes to determine any further measures which may be required to prevent slavery and human trafficking taking place in any part of our businesses or in our supply chains. The policy below underpins our approach and has been used to inform our Statement on Slavery and Human Trafficking.

Caffyns plc has adopted a statement of our corporate value on the prevention of modern slavery and human trafficking. The value statement governs all our business dealings and the conduct of all persons or organisations with whom we contract directly or who we appoint to act on our behalf.

We expect all who have, or seek to have, a business relationship with Caffyns plc and/or any employee of the Company, to familiarise themselves with our anti-slavery values and to act at all times in a way which is consistent with those values.

Anti-Slavery Values

As part of our culture of good governance for good business at Caffyns plc we operate to a set of core values which reflect our relationships with our customers, manufacturers, shareholders, suppliers and employees. We adopt a behavioural value for all our business relationships, reflecting our attitude to the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act 2015. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings.

Purpose of this Policy

Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the "Act"). Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which deprive an individual of their liberty as other people exploit them for personal or commercial gain. This document sets out the policy of Caffyns plc with the aim of the prevention of opportunities for modern slavery to occur within its businesses or supply chain. This policy's use of the term "modern slavery" has the meaning given in the Act.

Caffyns plc operates a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or those of our suppliers.

Steps for the Prevention of Modern Slavery

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our obligations under the Act. We expect the same high standards from all of our contractors, suppliers and other business partners, and we continue to evolve and update our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

All employees have an obligation to familiarise themselves with our procedures to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for, and incidence of, modern slavery is prevented. Adherence to this policy forms part of all employees' obligations under their contract of employment.

Whilst recognising our statutory obligation to set out the steps we have taken to ensure that modern slavery and human trafficking is not taking place in our supply chains, we acknowledge that we do not control the conduct of individuals and organisations in our supply chains. To underpin our compliance with practical steps, we have implemented the following measures:

- (i) conduct risk assessments to determine which parts of our business and which of our suppliers are most at risk of modern slavery so that efforts can be focused on those areas;
- (ii) engage with our suppliers both to convey to them our Anti-Slavery Policy and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses;
- (iii) where appropriate, as informed by our risk assessment, supplier pre-screening (for example as part of our tender process) and self-reporting for our suppliers on safeguarding controls;
- (iv) contractual provisions for our suppliers to confirm their adherence to this policy and accept our right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion.

We include in the directors' report accompanying our annual financial statements a reference to the Company's Slavery and Human Trafficking Statement.

Responsibility for the Policy

Ultimate responsibility for the prevention of modern slavery rests with the Company's leadership. The board of directors of the Company has overall responsibility for ensuring this policy and its implementation complies with our legal and ethical obligations.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

Actions to Report Modern Slavery or Human Trafficking

Whistleblowing Procedure

The Company's 'Raising Concerns at Work' (Whistleblowing Procedure) is intended to provide guidance on how concerns can be communicated to the Company. Concerns about suspected modern slavery associated with the Company or our suppliers may be reported by employees in this manner. The 'Raising Concerns at Work' (Whistleblowing Procedure) applies to employees and may be found on the Company Intranet in the Human Resources area under the section Raising Concerns at Work.

In summary, an employee should approach either their Line Manager or Branch Manager, Regional Director, or the Director of Human Resources. The nature of the complaint will determine the Company's next course of action.

Suspicious Activity

Any employee or any other person wishing to raise a concern can call Human Resources confidentially. You should call in any of the following circumstances:

- You suspect that a person acting on behalf of Caffyns plc or one of our businesses is seeking to exploit another in a way which could amount to modern slavery;
- You suspect that a person acting on behalf of one of our suppliers is seeking to exploit another in a way which could amount to modern slavery;
- You have received an approach from a person acting on behalf of Caffyns plc or one of our businesses who has invited you to participate in acts which could result in offences under the Modern Slavery Act 2015 being committed;
- You have information which leads to the rational conclusion that a person acting on behalf of Caffyns plc or one of our businesses or suppliers is preparing to commit, is committing or has committed an act in contravention of the Modern Slavery Act 2015.

Reports to Human Resources are kept in confidence, subject to the need for Caffyns plc to act responsibly and within the law. The source of reports to will be kept confidential, save to the extent that our maintaining that secrecy or the anonymity of the source is not permitted by law, or is not consistent with our maintaining our adequate procedures for the prevention of modern slavery being committed on our behalf or in any element of our supply chain.

Direct Communication

The Company encourages members of the public or people not employed by us to write, in confidence, to the Company Secretary/Director of Human Resources at Caffyns plc Head Office, 4 Meads Road, Eastbourne, East Sussex, BN20 7DR to raise any concern, issue or suspicion of modern slavery in any part of our business or related supply chain.

Safeguards

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. The Company will accept and take seriously concerns communicated anonymously.

However, retention of anonymity does render investigations and validation more difficult and can make the process less effective. Individuals are therefore encouraged to put their names to allegations.

Communication and Awareness of this Policy

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Review and adoption

This Anti-Slavery and Human Trafficking Policy is reviewed by the Company's Board of Directors on a regular basis (at least annually) and may be amended from time to time.

This statement covers our financial year ending 31 March 2025 and has been approved by the Board of Caffyns Plc.

S G M Caffyn
Chief Executive
Caffyns plc

29th September 2025