



Modern Slavery Statement 2023





Introduction

Moreco Group Limited, trading as Milk & More, is committed to improving our practices to ensure there is no modern slavery or human trafficking in our business or supply chains. This is our modern slavery statement, made pursuant to section 54(6) of the UK Modern Slavery Act 2022, setting out the steps taken by Milk & More during the financial year ended 31 December 2023.

Our Structure

Until 31 December 2023, Milk & More was owned by the Muller UK & Ireland Group LLP and was part of the Unternehmensgruppe Theo Muller (UTM), a private owned dairy, deli and services business that was founded in 1896. From 1 January 2024, we became part of the Freshways group.

Milk & More's head office is in Camberley and has a further 31 sites in the UK. We employ around 1100 people and have a turnover of £140 million.

Our Business

Milk & More delivers daily essentials, such as milk, eggs and bread, through the night in time for breakfast, making nearly 1 million deliveries each week. This is achieved through our network of local fulfilment centres and a team of traditional milkmen.

Our Supply Chains

We source our direct goods from a wide variety of suppliers, such as milk from the Muller group and drinks and foods from local, artisan suppliers.

Other indirect goods and services are supplied from suppliers that are screened and chosen in accordance with our internal policies and procedures.

Modern Slavery and Human Trafficking Policies

As part of our commitment to ensure there is no modern slavery or human trafficking in our supply chains, we have a number of policies in place, and these are regularly reviewed and updated.

Our Anti-Slavery and Human Trafficking policy reflects our commitment to acting ethically and with integrity throughout the business, including in our supply chains, and sets out an expectation of the same high standards from all contractors, suppliers and other business partners.

Our Whistleblowing policy applies to all employees, suppliers, agents and any other person associated with Milk & More, providing a process for anyone to raise concerns safely and confidentially.

Our standard terms and conditions for the purchase of goods and/or services require suppliers to comply with all applicable laws and regulations including, without limitation, those relating to anti-slavery and human trafficking, including the Modern Slavery Act 2015, and those relating to anti-bribery, including the Bribery Act 2010.

Responsible recruitment is overseen by our HR department in accordance with our HR policies and selection processes. These ensure that recruitment is carried out fairly and that valid right to work documentation is checked.



Where recruitment agencies are used to supply temporary workers, we operate a preferred supplier list of agencies who are expected to undertake the appropriate background checks on prospective employees.

Due Diligence Processes for Modern Slavery and Human Trafficking

As part of our processes to identify and mitigate risks as a business, a contract management audit has taken place across the business to capture all suppliers and contracts and ensure they are centrally managed across the business. Procedures for good contract governance are being put in place to help identify any supplier issues, together with standardised supplier onboarding processes that require suppliers to provide certain information prior to award of contract.

We continually validate the identity of all permanent employees and ensure that they have the legal right to work in the UK.

Our Anti-Slavery and Human Trafficking policy, as well as our Whistleblowing policy, is communicated to all employees across the business and is accessible via the Milk & More intranet, enabling employees to understand how to identify and report any potential issues across our supply chains.

Employees are also free to join trade unions. Milk & More recognises Usdaw and Unite with whom we work in partnership to ensure employees are treated fairly.

Effectiveness in Measuring and Managing Risk

We take a risk based approach, employing diverse compliance standards to assess, track and monitor adherence to regulatory requirements and ethical practices and carry out routine risk assessments of our supply chain. We can be confident that the steps we are taking to ensure slavery and/ or human trafficking is not taking place within our business because there is an absence of reports or findings from employees or suppliers, or public or law enforcement agencies, to indicate modern slavery practices have been identified.

Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business, we provide induction and training to all employees, permanent and temporary. This includes all management employees.

Continuous Improvement Measures

During the next financial year, Milk & More will:

- Continue to build upon and maintain our due diligence processes to identify, prioritise and act upon modern slavery and human trafficking risks within our business and supply chain.
- Identify key performance indicators to help us measure how effective we have been in ensuring slavery and human trafficking is not taking place in any part of our business or supply chain.
- Build upon our contract management processes by establishing a supplier Code of Conduct.



- Continue to educate leadership and employees across Milk & More on commitments to eradicating modern slavery and human trafficking in supply chains by providing ongoing support and training.
- Work with an external HR provider to support us with responsible recruitment.

I am pleased to approve this statement on behalf of Moreco Group Limited and together with the executive leadership, will ensure that it is reviewed annually.

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Bali Nijjar
CEO, Moreco Group Limited