



Modern Slavery Statement

Introduction

This statement is issued by Brake Bros Limited (trading as Brakes, Country Choice and Brakes Catering Equipment) ("Brakes").

Brakes is a leading specialist supplier of food products, as well as catering supplies and equipment, to restaurants, health care and educational facilities, hotels and other foodservice and hospitality businesses. We employ around 7,000 employees across the UK. Our business is organised into various trading divisions including Brakes, Country Choice, and Brakes Catering Equipment. We are part of the Sysco Corporation ("Sysco"), the global leader in foodservice.

Brakes is fully committed to ethical working practices, and regards inhumane conditions such as slavery, worker exploitation, and human trafficking as completely unacceptable either within our own business or in our supply chains.

Given our global reach, we understand our responsibilities and have a zero-tolerance approach to modern slavery. We recognise that modern slavery is a crime which can take many forms. We strive to act ethically and with integrity in all our business dealings and relationships, and to implement and enforce effective systems and controls to ensure modern slavery is not taking place in our own business or in our supply chains.

Our suppliers are required to adhere to the Sysco Supplier Code of Conduct (<https://sysco.com/Suppliers/Supplier-Partnerships/Supplier-Resources.html>) which sets out our organisational values in relation to human rights. All Sysco colleagues are required to adhere to the Sysco Global Code of Conduct, which sets out our commitment to the principles of the UN Global Compact and the Universal Declaration of Human Rights, and are required to complete mandatory Code of Conduct training.

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 disclosure obligations under the Modern Slavery Act 2015. Our Board fully supports the aims of the Act and is committed to combatting the risk of slavery and human trafficking in our business.

Our Supply Chain

Whilst many of the products sold by Brakes are sourced from the UK, we also source globally to support the range, quality, provenance, availability, and price requirements of our customers.

Prevention of slavery and human trafficking in Brakes' workforce

Right to Work Checks

All colleagues employed by Brakes who work on a temporary, fixed term or permanent basis are subject to a right to work check in accordance with UK legislation. A person is unable to commence work for Brakes unless they first satisfy us that they are legally able to work within the UK.

Resourcing

Where Brakes employs the services of an employment agency to source candidates for permanent or fixed term positions, we will use agencies of good repute and who are listed on our preferred supplier list. Brakes requires the agencies to undertake appropriate background checks on prospective colleagues, in conjunction with our own checks.

Agency Workers

Where Brakes uses temporary workers supplied through an employment agency, we require the agency to undertake appropriate background checks on the agency worker. We operate a preferred supplier list for these agencies and those listed are required to comply with the Modern Slavery Act and other critical legislation.

If Brakes identifies that an employment agency is not adhering to our standards, the agency is removed from the preferred supplier list and is not engaged in any further recruitment activity.

Whistleblowing policy

Brakes has a whistleblowing policy in place under Sysco's Global Code of Conduct, which applies to all employees, casual workers, agency staff, contractors, subcontractors, agents, sponsors, suppliers or any other person associated with Brakes. Any colleague who has concerns about any aspect of Brakes or our supply chain is able to disclose their concerns confidentially through the Ethics Line. Any concerns are investigated thoroughly.

Prevention of slavery and human trafficking in Brakes' supply chain

Supplier adherence to our values

In order to work with Brakes, all suppliers must sign up to our Terms and Conditions of Purchase and "Working With Us" document. These documents require compliance with the Modern Slavery Act 2015 and are regularly reviewed to ensure that they support us in our aim to prevent slavery and human trafficking in our supply chain. They are underpinned by the Sysco Supplier Code of Conduct.

Brakes' own brand suppliers are required to join Sedex, one of the world's largest collaborative platforms for sharing responsible sourcing data on supply chains. Where a supplier is not a Sedex member, this is an important consideration when assessing their suitability as a supply partner to Brakes. In such circumstances, we will carefully consider the supplier's own corporate social responsibility credentials and related policies.

The Sedex platform assists Brakes and its suppliers with managing and improving performance in terms of labour rights, health and safety, the environment and business ethics.

To ensure all those in our supply chain comply with our values, we have in place a supply chain compliance programme.

Our risk framework, against which all new suppliers are assessed, and existing suppliers measured for compliance, determines the level of ethical risk at each stage of the supply chain. Effective escalation processes are in place to support decision making, should Brakes become aware of non-compliance. Suppliers are required to undertake an independent ethical audit of their full supply chain if it is deemed necessary by the risk assessment. The outcome of such an audit is used to determine areas of potential risk in Brakes supply chain and the suppliers' commitment to improving these standards. Brakes would address any failure by a supplier to meet Brakes' standards on a case by case basis, however, suppliers who fail to meet Brakes' standard or fail to demonstrate an active commitment in improving ethical standards in their supply chain will jeopardise their ability to continue to work with Brakes.

Supplier's ethical performance will be monitored on an ongoing basis using the Sedex risk assessment tool. As Sedex members, our own brand suppliers will be required to review and update the Sedex Self-Assessment Questionnaire (SAQ) on an annual basis and to maintain ethical audits at the frequency determined by the level of risk and vulnerability within their supply chain. We will continue to review the effectiveness of these controls in reducing the risk of unethical practices. Our Merchandising, Technical, HR and Legal teams have the primary responsibility for ensuring supplier and contractor adherence to our values.

Due Diligence Processes

As part of our ongoing strategy to identify and mitigate risk we have systems in place to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Training

Brakes' policies and standards are readily available to colleagues through the intranet and notice boards. All Sysco employees must complete mandatory online training on the Sysco Global Code of Conduct, which prohibits child labour, forced labour, and human trafficking in our global supply chain. We provide an online training module on Modern Slavery to colleagues on Sysco's "Thrive" platform, which provides an overview of the legislation and the risks of modern slavery and human trafficking in our supply chains and our business. We provide more tailored training to our supplier-facing colleagues in the Procurement team.

Reporting on our Progress

In the last 12 months:

- Sysco has rolled out its Supplier Code of Conduct and we have incorporated this into our Terms and Conditions of Purchase and our Supplier Charter. This contains a section on "Labor and Human Rights" and all Brakes suppliers are required to adhere to this Code of Conduct.
- All Sysco employees have completed mandatory online training on the Sysco Global Code of Conduct, which prohibits child labour, forced labour, and human trafficking in our global supply chain.

- Brakes has been working towards its target of ensuring that all Brakes' own brand suppliers join Sedex by the end of 2025 and, to this end, Brakes made it an operational requirement for all new and existing Brakes' brand suppliers to join Sedex.
- We have continued to monitor existing suppliers' membership status and self-assessment completion, which has provided us with an updated risk profile of the supply chain. We have been able to undertake extended due diligence where higher risk areas are identified.
- A company-wide communications campaign about the Sysco Ethics Line was rolled out alongside the Global Code of Conduct training, which covered how to report inappropriate behaviour through the Ethics Line. Ethics Line posters were sent to all sites and the internal Communication Champions assisted with displaying and promoting the new Ethics line posters.
- During the last 12 months we can confirm that there have been no reports of slavery or human trafficking within the Brakes supply chain.

Further Steps

We recognise that more can always be done to tackle Modern Slavery and, as a business, we remain committed to helping to increase awareness of the issues and a process of ongoing review of our practices and policies to combat the risk of slavery and human trafficking. In the next 12 months we intend to take the following steps to continue to further combat these risks:

- We will continue to build on the Modern Slavery training provided on the Sysco online portal "Thrive", by ensuring that all Brakes colleagues are mandated to complete the course and by refreshing and refining our targeted training for supplier-facing colleagues in the Procurement, Finance and Technical teams. The training will focus not only on developing an understanding of core ethical issues but also on the practical steps that can be taken to tackle the root causes of modern slavery issues in supply chains. We will ensure that all new starters in these areas are provided with appropriate training on their induction and receive refresher training as required.
- Having undertaken a review of the effectiveness of our supply chain controls in reducing the risk of unethical practices we are continuing to look at ways to make further improvements, enhance transparency in our supply chain, and measure progress. Brakes will consider new ways of measuring and understanding progress by developing, with the intention of publishing, relevant Key Performance Indicators. For example, we will begin to measure the percentage of: (i) suppliers who engage with and maintain Sedex membership; (ii) suppliers who have completed the latest Sedex Self-Assessment Questionnaire; (iii) colleagues in key business areas that have completed the related annual training, etc.
- We will be publishing an update to our Respect at Work Policy, to include the Ethics Line as a resource to make online or anonymous complaints.
- We will continue to work with our global risk and ethics function at Sysco, to ensure we are sharing best practice and pooling knowledge on the risks of modern slavery in our global supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.



Paul Nieduszynski, CEO, Sysco GB

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