



MODERN SLAVERY ACT STATEMENT

for the Financial Year ended 31 March 2020



This statement describes the activities Princes is undertaking to prevent slavery and human trafficking in our business operations and supply chain.

It has been published in accordance with the UK government's Modern Slavery Act (2015) and other modern slavery-related legislation in jurisdictions where Princes is operational.

CONTENTS

<u>Introduction</u>	<u>02</u>
<u>Our vision</u>	<u>02</u>
<u>About Princes</u>	<u>03</u>
<u>Our value chains</u>	<u>03</u>
<u>Covid-19</u>	<u>05</u>
<u>Our approach</u>	<u>06</u>
<u>Governance</u>	<u>06</u>
<u>Our Policies and contractual controls</u>	<u>07</u>
<u>Training on these policies</u>	<u>08</u>
<u>Our Risk Assessment approach</u>	<u>11</u>
<u>Membership of the Ethical Trading Initiative (ETI)</u>	<u>14</u>
<u>Collaborative action to address root cause issues</u>	<u>15</u>
<u>Our plans for the future</u>	<u>17</u>

INTRODUCTION

What is modern slavery?

Modern Slavery is a violation of fundamental human rights. Modern slavery can take many forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which results in common deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We recognise that modern slavery is a global issue and is linked to the rise in global migration. Slavery exists in every region of the world and in most types of economies, whether industrialised, developing or in transition. No sector can be complacent or be considered immune.

OUR VISION

Proudly helping families to eat well, without costing the earth is our vision and Princes has been a trusted household name since 1900.

Our aim is to ensure that there is no modern slavery in our supply chain.

Our products should not only be sourced responsibly and ethically, but should also contribute positively to the lives of those who produce and deliver them.

We are proud to be a leading voice in the food and drink industry in the fight against modern slavery. The issues are global, complex and unfortunately there is no quick fix; however we firmly believe that if we work collaboratively with our supply chain partners, and continue to be open about our progress, we can help to end modern slavery and human trafficking in our supply chain.

I, Kazuhito Suematsu, hereby certify that the information contained in this statement is factual.



Kazuhito Suematsu,

Director / Company Secretary for, and on behalf of, the Board

September 2020



ABOUT PRINCES

When it comes to food and drink, Princes has been caring about taste, quality and families for over 140 years.

The Princes Group has over 7,000 employees worldwide, and a revenue of £1.6bn with offices and production sites in the United Kingdom, Netherlands, Italy, Poland, France and Mauritius. Since 1989, we have been a wholly owned subsidiary of Mitsubishi Corporation.

We provide nutritious, responsibly sourced food and drink enjoyed by millions of families every day.

In addition to our fully owned UK manufacturing sites and our Italian tomato processing site, held through our subsidiary Princes Industrie Alimentari S.r.L (PIA), we have joint ventures that complement our production processes:

- PRINCES TUNA (MAURITIUS) LIMITED (PTM): Joint venture with Seafood Hub Ltd, IBL Ltd and the Mauritian State Investment Corporation;
- EDIBLE OILS LIMITED (EOL): Joint venture with Archer Daniels Midland, operating two edible oil bottling plants in the UK;
- EOL POLSKA SP. ZO.O.: Joint venture with Archer Daniels Midland, operating an edible oil bottling plant in Poland.

Further details of our business and operations can be found at:

<http://www.princesgroup.com/>

OUR VALUE CHAINS

Princes' global supply chains are complex and extensive with our suppliers providing both finished goods and raw materials for manufacturing across all of our core product areas, which include fish, meat, fruit, tomatoes, pasta, beans, vegetables, edible oils and a broad range of soft drinks.

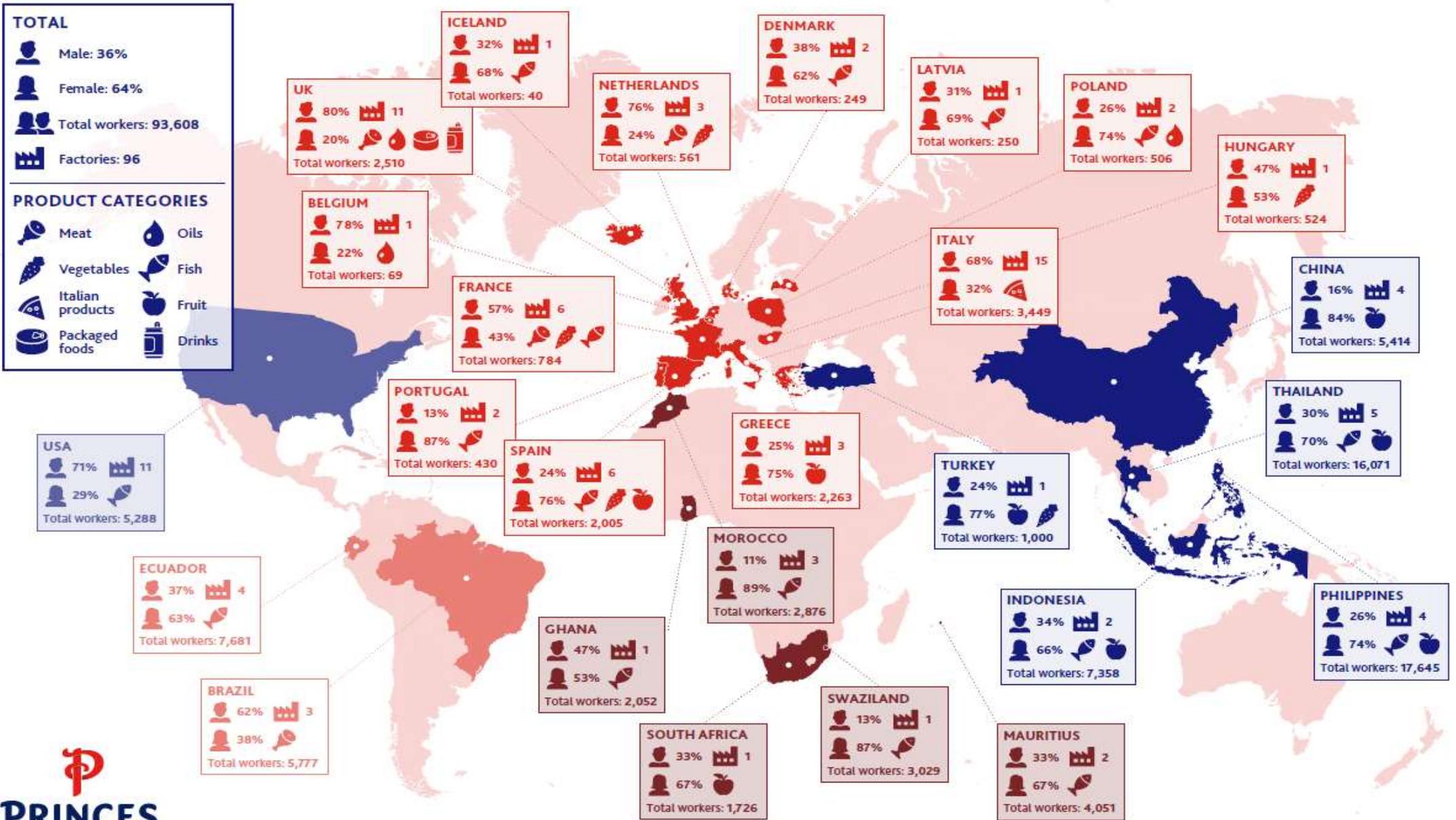
We take a partnership approach with our key suppliers, seeking to foster long term supply agreements in order to provide the security, integrity and quality we, our customers and consumers require.

We divide our direct supply chain into five categories:

1. Fully owned or joint venture production sites;
2. Third party suppliers who manufacture finished goods on our behalf;
3. Ingredients which go into our food and drink products we produce at our manufacturing sites;
4. Packaging suppliers;
5. Suppliers of Goods and Services Not for Resale (GNFR) & outsourced service suppliers (such as logistics, catering, cleaning and security).

On page four, you will find details of our finished goods supply chain by manufacturing site location, with a breakdown of workers and gender split.

PRINCES FINISHED GOODS SUPPLY CHAIN MAP



COVID-19

At the time of writing our statement, we are in the midst of unprecedented challenges relating to Covid-19. Our colleagues and suppliers are working hard to produce the essential food and drink items that can help feed the nations we serve and maintain the food supply chain.

We are extremely proud of the work that our colleagues and suppliers have demonstrated to ensure we can continue to be an essential part of the food and drink network, supporting consumers during this difficult time.

We recognise that Covid-19 may have increased modern slavery risks in parts of our supply chain and, as such, we have been working closely with multi-stakeholder groups, business peers, Trade Unions and workers directly to build additional intelligence and awareness into our risk assessments.

We have maintained relationships and fostered open communication channels with suppliers about supporting workers throughout global value chains. In order to understand the impact of increased modern slavery risks within the supply chain linked to Covid-19, we have asked suppliers to complete a Covid-19 supplier questionnaire and supported suppliers who with their due diligence processes, with specific Covid-19 related risks.

Across the Group, we have continued to support food banks and in the UK, our long-standing partnership with FareShare has enabled us to reach the thousands of individual food banks and charities they supply. Within the UK we also launched a 'hero pack' delivery service, delivering Princes family favourite products direct to Blue Light Card Holders including National Health Service workers and Emergency Services personnel.



OUR APPROACH

Princes is committed to acting in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). We fully endorse and support the principles enshrined in the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Princes has developed and embedded a policy framework that addresses human rights, and specifically the risk of modern slavery. We are committed to acting ethically and with integrity in all our business dealings, and to implementing and enforcing systems and controls to prevent modern slavery in our business and value chain.

We are committed to ensuring there is transparency in our approach to tackling modern slavery in our own business and through our value chain.

We expect the same high standards from all our suppliers and business partners and require our suppliers to comply with our policies and codes to combat the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, including both adults and children. We expect our suppliers in turn to hold their own suppliers to the same high standards.

GOVERNANCE

Our Chief Executive in charge of corporate has ultimate responsibility for ensuring Princes meets its ethical trading and human rights responsibilities. He is supported by the Board of Directors, the Director of Corporate Relations and the Head of Ethical Trading & Human Rights.

Chief Executives are updated quarterly on our ethical trading progress and provided with an overview of key legal and industry updates. Within such meetings the opportunity to raise any issues requiring their approval, or guidance, are discussed.

The following departments are responsible for carrying out the day-to-day implementation of policies and procedures that support Princes in meeting its ethical trading responsibilities: Commercial (Procurement), Sales, Human Resources, Legal, Technical, Operations and Corporate Relations.

Close collaboration with these teams is essential to ensure decisions and practices are aligned with our ethical trade goals. We hold monthly Ethical Steering Group (ESG) and Ethical Implementation Team (EIT) meetings and our ESG committee includes Director-level representatives of the functions named above while our EIT includes senior manager-level representatives.



The United Nations Sustainable Development Goals (SDGs) have been developed to make the world more sustainable by 2030 in challenges as diverse as ending poverty to tackling climate change.

Princes supports the aspirations of the SDGs and we have identified specific Goals where we think we can make a real contribution related to our areas of expertise and main areas of operation. This includes Goal 8: Decent Work and Economic Growth.

OUR POLICIES & CONTRACTUAL CONTROLS

Our policy framework addresses human rights, and specifically the risk of modern slavery, and is supported by a programme of continuous training.

1

Code of Conduct

The Princes Group Code of Conduct provides guidance to employees on local laws and global standards and all employees must use it as a guide in their daily operations, be aware of their responsibilities as a member of the Group and review the relevant laws and internal company rules ensuring that they conduct themselves with integrity.

Our Group Code of Conduct also explains how violations of our Code of Conduct can be reported, including the ability to access independent Legal Counsel if required.



2

Ethical Trade & Human Rights Policy

Our Ethical Trade & Human Rights Policy sets out specific commitments and obligations to the people and communities in our supply chain.

It is a requirement for suppliers to comply with (i) all applicable local and international laws, which would include those relating to labour used in the supply of finished goods and raw materials, and (ii) the principles of the Princes Group Code of Conduct, which incorporates respect for human rights and the Princes Group Ethical Trade & Human Rights Policy.

Our policy is available at the following link: <https://www.princesgroup.com/wp-content/uploads/2019/09/Ethical-Trade-Policy-August-2018-website-version-New-logo.pdf>

3

Group Buying Policy

Our Group Buying Policy outlines the requirements for our internal procurement function to ensure that the sourcing of products is made from suppliers who have been internally approved across a number of areas, including an assessment of their ethical trade credentials and level of transparency.



4

Recruitment Policy

All of our new employees are subject to pre-employment checks to confirm their identity and right to work in the UK. Where recruitment agencies are used, we require they comply with all legal requirements as a minimum.

5

Standard Terms and Conditions of Purchase

It is a provision in our Standard Terms and Conditions of Purchase that sub-contractors must be approved by Princes and must comply with our Ethical Trade Policy.

TRAINING ON THESE POLICIES

Princes understands the importance of building compliance capability across our business and we are continuing to work hard to embed our approach and engage our employees.

We continue to use the Modern Slavery Act (2015) as an opportunity to embed greater understanding of human rights within our supply chains, and to extend this awareness as far down our supply chain as possible.

Our Code of Conduct training – our way of ensuring that all employees fully understand what is expected of them – is delivered both online and in person for our colleagues at manufacturing sites.

This training is mandatory and covers all areas of our Code, with specific emphasis on key topics reinforced by scenario-based examples.

Our Code of Conduct training is refreshed annually to ensure all materials reflect the latest insights and expectations.

Dedicated Modern Slavery Training

In 2018 we launched a comprehensive suite of resources to support all colleagues across the business in understanding, identifying and responding to human rights and modern slavery risks. Accessible via our Princes Portal Intranet and updated regularly, this includes videos on Princes supplier expectations, how to use our internal and external ethical audit systems and best practice examples from our suppliers.

In addition to our Supplier Guidance Documents, which outline Princes expectations from our suppliers on ethical trading and human rights, we launched a series of Supplier Webinars in 2019.

Webinars are live, internet-based video conferences that enable audiences located globally to connect and interact with live training. Hundreds of suppliers joined the live webinars with those unable to join the live sessions, able to watch the recorded sessions at a time convenient to them.

Training has continued to be provided to members of our Technical & Commercial teams who support the on-going review and supplier assessment process in line with our strategic objectives, such as using the Supplier Ethical Data Exchange (Sedex) system.



During the year we launched a series of interactive briefing sessions to Procurement, Sales, Technical and Human Resources colleagues – including a specific emphasis on modern slavery to empower staff to recognise the potential signs of forced labour occurring and the mechanisms they could utilise to challenge and intervene.

Case Study: Princes Purchasing Practices - Supplier Survey

Manufacturers and suppliers have a key role and responsibility for providing good working conditions for the people they employ. But their efforts can be undermined by the buying practices of some of their customers - often the same customers who are calling on them to comply with their codes of labour practice.

Purchasing practices such as last-minute changes to orders and short lead times can contribute to excessive overtime, increased use of casual labour, and unauthorised sub-contracting. And pressure from retailers to reduce prices can make it difficult for suppliers to pay workers a living wage.

As part of Princes' ongoing commitment to reinforce ethical values across Princes' procurement and supply chain practices, we conducted a third-party, anonymous survey of all of our finished goods suppliers to understand more about how our purchasing decisions are impacting workers, and what improvements can be made. This survey looked specifically at the following areas:

1. Communication and engagement between Princes and suppliers;
2. Planning and forecasting to support suppliers to organise production;
3. New product development generation and feedback to ideas proposed by suppliers;
4. Commercial negotiation approaches and tactics;
5. Responsible sourcing considerations and what more Princes can do to help suppliers understand the importance of ethical trading and human rights in their supply chain.

We recognise the link between our purchasing practices and those of our customers so we will be sharing these results with our customers to work together to see how we can improve, such as through longer-term contracts and longer-range forecasts can be provided where possible.

Through our Ethical Implementation Team and Ethical Steering Group we will continue to understand how we can maintain or improve our position further.

We were delighted to have achieved recognition earlier this year via an internationally published listing on the Chartered Institute of Procurement & Supply (CIPS) Corporate Ethics Register.

CIPS is a UK-based global professional body representing the purchasing and supply chain profession and during the year, all colleagues with a responsibility for Procurement, both in the UK and overseas, successfully completed the Corporate Ethical Procurement and Supply Certification.

In order to achieve this recognition, procurement colleagues have demonstrated their respect and awareness of international standards against criminal conduct, including bribery, corruption, fraud and human rights abuse, protecting Princes from potential supply chain malpractice.



Case Study: Stronger Together Business Partners

Following extensive work undertaken by colleagues at our UK manufacturing sites, Princes achieved Stronger Together Business Partner status in October 2019.

Stronger Together is a multi-stakeholder, business-led initiative aimed at reducing modern slavery, particularly hidden forced labour, labour trafficking and other third party exploitation of workers.

Stronger Together focus on creating advice that is practical, pragmatic and easy for any business, of any size to understand and use.

All of Princes UK manufacturing sites (as well as our Group Head Office) were formally registered as Stronger Together Business Partners – recognising our commitment to tackling hidden labour exploitation and modern slavery.



Turning Insights into Practice: Stronger Together Progress Monitoring Tool

In 2018 we piloted the Stronger Together Progress Monitoring Tool and have continued to use and develop this pioneering online self-assessment throughout 2019 and 2020.

The tool supports companies to measure progress being made and highlights their next steps in terms of addressing modern slavery risks.



OUR RISK ASSESSMENT APPROACH

Risks of modern slavery are dynamic and can evolve quickly. As a result we regularly assess and respond to risks in our business and wider supply chain.

Our approach to assessing risk, monitoring standards and developing actions to address issues within this wide, varied and complex supply network is driven through our Human Rights programme, including Human Rights Impact Assessments (HRIAs) which are based on our geographic markets around the world.

Each HRIA considers all aspects of our value chain, from farming activity, through to our own operations with the specific actions and key performance measures to monitor progress differing to reflect each area of risk.

Our suppliers are risk assessed against the following criteria: location of supplier site; type of product or service; and spend. Within our risk assessment we also consider indicators and contributing factors to modern slavery such as the purchasing channel (such as whether directly purchased or through an agent) and labour type used (for example if any migrant, agency, seasonal or temporary workers are employed).

As well as developing our own risk assessment, Princes are members of the Supplier Ethical Data Exchange (Sedex), a membership organisation dedicated to driving improvement in responsible sourcing and business practices across global supply chains. We use Sedex to assess and manage compliance across our manufacturing sites and direct suppliers.

Throughout the year we have been working to expand our auditing programme to cover higher risk ingredient and packaging suppliers as one part of supporting our risk assessment approach.

As of 31st March 2020:

100% of our owned or joint venture production sites have undertaken an independent ethical audit in the past 24 months.

Zero overdue and outstanding Critical Non-Conformances within our owned or joint venture sites.

100% of third party finished goods suppliers have commissioned and shared details of a third party ethical audit within in the past 24 months.

8% of all sites that share audit information with us have an overdue and outstanding Critical Non-Conformance compared with 19% last year.

+64% increase in the number of third party audits visible to Princes as a result of enhancing our requirement for higher risk ingredient and packaging suppliers to commission an ethical audit.

100% of sites with an overdue and outstanding Critical Non-Conformance have a time-bound action plan against them which we continue to monitor through our Ethical Implementation Team.

Case Study: Thailand - Piloting 'Worker Voice'

The absence of workers 'having a voice' is often integral to other human rights issues.

We expect all suppliers to ensure that all workers enjoy the right to freedom of association and to collectively bargain where a worker chooses to do so.

In addition to ensuring that workers have access to channels for both raising issues and providing feedback, we recognise the proliferation of new technological platforms that seek to capture 'worker voice' and labour exploitation across global supply chains.

Throughout the year we have partnered with one of our pineapple suppliers in Thailand as well as Elevate to pilot a new form worker voice.

By giving workers a voice and the confidence that their concerns are being addressed, factory management can improve staff retention, increase employee productivity, and enhance communications between workers and management.

Through a mobile platform 124 migrant workers, 74% female and 26% male, took part in direct worker surveys with their feedback anonymously collated by an independent, third party, covering topics that address:

- Grievance mechanisms
- Work atmosphere
- Wages and hours
- Production efficiency
- Workforce stability
- Demographics



This has enabled the supplier, and Princes, to receive feedback directly from migrant workers employed in the supply chain so that any concerns or opportunities for improvement can be addressed.

Case Study: Supplier Ethical Engagement in China

In April 2019 Princes continued our programme of ethical outreach and supplier engagement by visiting some of our canned fruit and drinks ingredient suppliers in China.

Undertaking greater due diligence and insight building into ethical labour risks within our wider supply chain continues to be one of our main priorities within a 'beyond audit' approach, recognising that audits, while extremely useful, don't provide all of the insights we need.

During the visit our Head of Ethical Trading & Human Rights met and interviewed workers, visited production sites as well as accommodation to understand some of the common challenges faced by suppliers in meeting the ETI Base Code, particularly around working hours.

As a direct result of the visit, Princes launched specific webinar training for all suppliers based in China to understand how Princes is supporting them to work towards the ETI Base Code and improve the lives of workers in their supply chains. These are some of the first webinars and resources we have delivered directly to suppliers in their local language in order that they are used as a resource to those lower tier suppliers who supply into Princes' direct suppliers based in China. Through our Commercial and Ethical Implementation Team we are continuing to support and monitor the impact of this initiative.



Goods and Services Not for Resale

Throughout the year we have continued to enhance the scope of those who supply goods and services not for resale such as logistics, catering, cleaning construction and security.

We continually prioritise ensuring maximum engagement from those suppliers deemed to be highest risk within this group.

Via our membership of the Indirect Procurement Human Rights Forum we are working with industry specialists to share insights and develop a roadmap for each area.

In 2018 we joined with nine other UK retailers and suppliers to establish the Indirect Procurement Human Rights Forum. This group works collaboratively to drive positive change and reinforce the human rights of workers in indirect procurement supply chains. Many of these supply chains are at high risk of exploitation due to their worker profile.



Temporary Agency Colleagues

All temporary agency colleagues currently employed in our UK operations is provided through Association of Labour Providers member companies who are registered Stronger Together Business Partners.

All agencies have a Hidden Labour Exploitation Policy and have demonstrated a commitment to raising awareness of hidden labour exploitation through their processes and through communicating key indicators to operational staff.



MEMBERSHIP OF THE ETHICAL TRADING INITIATIVE (ETI)

We provide a bi-annual corporate report to the ETI as part of our membership obligation. The reporting framework is based on the United Nation's Guiding Principles for Business and Human Rights and the ETI's Due Diligence framework. It is designed to help companies identify salient issues in their supply chains and respond positively.

ETI measures member companies' performance across the following [Principles of Implementation](#) which ask:

- who is driving the company's ethical trade strategy?
- how much money they have spent on ethical trade activities?
- what training they have given to staff and suppliers?
- what progress they have made in integrating ethical trade into their business practices?
- how they assess working conditions at their suppliers' worksites?
- how they ensure that any improvements requested of their suppliers have been made. Concrete changes to workers' conditions are recorded?

There are four levels of membership status: Entry, Improver, Achiever and Leader. All reports are not only assessed by the ETI Secretariat but also by either an NGO or Trade Union member.

During the year we were delighted to be recognised by ETI as rated at 'Improver' level status, which we believe is testament to the rapid progress and demonstrable progress we have achieved.

Our overall score was 48%, up from 38% in 2018.

We are continuing to work towards becoming 'Achiever' level status before 2023, five years after joining ETI as a Full member in 2018.

The Ethical Trading Initiative (ETI) Base code

1. Employment is freely chosen
2. Freedom of Association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed.



COLLABORATIVE ACTION TO ADDRESS ROOT CAUSE ISSUES

Modern slavery issues in global supply chains are often complex and challenging. Princes recognises the importance of collaborating with Non-Governmental Organisations, charities, trade union organisations, customers and our competitors to strive towards meaningful change and address some of the root cause issues of large and complex modern slavery risks. Working in this way enables us to maximise the resources we have available and ensures that guidance is delivered consistently through our shared supply chains.



Our **ETI** Membership has facilitated on-going collaborative work with companies, trade unions and civil society organisations on challenging human rights issues. Throughout the year we have been involved in working groups relating to:

- Italian agriculture
- Thailand



Food Network for Ethical Trade (FNET) is a collaborative initiative which brings together major UK supermarkets and over 50 large food suppliers to improve human rights in global supply chains through a common approach to managing ethical trade. The initiative provides tools, support and guidance for suppliers to assess risk and take ownership for driving improvement. We have used our membership to share and learn from peers particularly looking into lower tiers of our supply chain and beyond.



GRASP (GLOBALG.A.P. Risk Assessment on Social Practice) is a 3rd party assessment which defines the minimum requirements for a good social management system in primary production. The GRASP assessment is an Add-On to the GLOBALG.A.P. Integrated Farm Assurance Standard and helps farmers establish good social practices on their farms. Since 2018, we require all of our tomato growers in Italy that do not hold the SA8000 certification to have conducted a GLOBALG.A.P. GRASP assessment.



Seafood Ethics Action Alliance is a collaboration of UK seafood companies and stakeholders established to share information on emerging issues, agree best practice solutions and provide a forum for pre-competitive action.

Over the year the group has agreed an action plan and has developed an advocacy strategy prioritising source countries that have not ratified or implemented key international standards as well as engaged with the Marine Stewardship Council to review, and strengthen where applicable, social elements of MSC Fisheries Standard.

Case Study: Lavoro Senza Frontiere

Since 2018 all of the tomatoes processed at our site in Italy, PIA, came from a source farm that holds either GlobalG.A.P (Good Agricultural Practices) GRASP accreditation or SA8000 certification.

GRASP is a voluntary, ready-to-use system that was developed to assess social practices on farms, including workers' health, safety and welfare, contracts, wages and freedom of representation.

Our ethical accreditation work also extends to our migrant worker employment scheme, offering out-of-work migrants a position at our PIA facility.

The scheme, 'Lavoro Senza Frontiere' or 'Work Without Borders', was established in partnership with the charity group Caritas.

Collaborating with on-the-ground charity, Caritas, we have supported the "Lavoro Senza Frontiere" (Work Without Borders) scheme to find roles at our PIA factory for victims of modern slavery in southern Italy.

Find out more via the following video: <https://www.youtube.com/watch?v=TeQ-OYpY31E&feature=youtu.be>



"I come from Senegal. I joined Princes in 2019.

My life has been transformed by PIA who has given me the opportunity to work. I am now part of the agronomy team to support the in-field inspections for PIA.

We talk to the workers in the tomato fields to make sure they get the help and support they require"

Ibrahima Mbaye Mame, PIA Agronomy Team, March 2020

Case Study: Bright Future

We recognise that we must lead by example if we want others to support initiatives that seek to support victims of modern slavery. In March 2020 we were proud to announce our business partner status with Bright Future scheme.

This scheme offers the opportunity of a paid work placement and a job in our food business to those who have been rescued from modern slavery in the UK. Since the initiative launched in 2017 it has grown into a multi-charity, multi-business partnership, co-ordinated through a National Matching System – with the needs of the victims at its heart.

OUR PLANS FOR THE FUTURE

Princes views its responsibility to respect human rights across our supply chain as critical to our success and, put simply, the right thing to do.

Whilst modern slavery is an evolving topic we will continue to develop our approach and report on our progress.

In the year ahead we will focus on the following priority areas:

- Continuing supplier and internal engagement to build awareness and capacity through enhancing our internal supplier webinars and reviewing our Ethical Ways of Working requirements;
- Launching initiatives that provide greater transparency and develop greater trust with our customers and consumers as part of our Blockchain vision;
- Strengthening our response to address risks across our supply chains in other higher risk supply countries;
- Committing our support for the Bright Futures remediation programme to provide work placements for victims of modern slavery where opportunities arise in our sites;
- Requiring all higher risk ingredient suppliers into Princes to join Sedex and share risk information;
- Becoming signatories to the UN Women's Empowerment Principles to support capacity building on gender related risk;
- Enhancing our Group-wide position on the Employer Pays Principle, working towards greater identification of and elimination of recruitment fees in supply chains;
- Ensuring that all of our UK sites remain Stronger Together Business Partners;
- Increasing the volume of information publicly available about our supply chains.



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