



Statement of Corporate Governance and Directors' Compliance 2021/2022

Sofina Foods Europe is made up of Sofina Foods Limited and its subsidiaries ("the Group"). The Group is part of a wider group of companies that is owned by Sofina Foods Inc. one of Canada's leading manufacturers of primary and further processed protein products for both retail and foodservice customers.

Sofina Foods Inc. leadership maintains oversight to ensure full visibility and accountability of the Group Board bringing in challenge and perspective from outside. Each Board of the Group's two key subsidiary trading companies considers operational risks and mitigations and the approval of major projects where such project is of a higher value or risk. Sofina Foods Inc. leadership maintains a position on the Audit Committee of each Board which provides a platform to review financial and business conduct and is responsible for safeguarding the integrity of internal controls and processes, having a significant role in supporting good governance and monitoring compliance with financial and governance controls, policies and procedures.

The directors of the Group have put in place the following measures to comply with their duties to have regard to the matters set out in Sec 172 of the Companies Act 2006. They review progress regularly in order to promote the success of the business.

Sofina Foods Limited and its subsidiaries uphold a close relationship with Sofina Foods Inc. and has positive relationships with its other stakeholders including employees, customers, consumers and suppliers.

Sofina Foods Limited and its subsidiaries have positive and regular engagements with the trade unions who represent and advance the interests of factory workers, who make up the majority of the workforce, and encourages dialogue and feedback from all workers for example through intranets, employee surveys and the use of employee forums. Sofina Foods Limited and its subsidiaries also operate whistleblowing schemes.

Sofina Foods Limited and its subsidiaries are dedicated to upholding the human rights of all employees and all workers within its supply chain and to tackling all forms of hidden labour exploitation, including slavery and human trafficking. Sofina Foods Limited and its subsidiaries promote awareness of modern slavery and encourages a culture of continued monitoring and improvement of working practices in the supply chain. Sofina Foods Limited and its subsidiaries ensure they have procedures in place to help identify and eradicate unethical practices within the business and to reduce risks of unfair working practices in the supply chain.

As the majority of the subsidiaries of Sofina Foods Limited are food producers, traceability of the supply chain, food safety and animal welfare are of the utmost importance to them. This is a tightly regulated industry with Food Standards Agency enforcement staff working at certain key production sites to monitor compliance.

Karro Food Group is a member of several accreditation and certification schemes relating to good practice, high standards and animal welfare including the Red Tractor scheme; British Retail Consortium BRCS Standard; British Quality Assured Pork Scheme; and RSPCA Freedom Food welfare certified. Some of our facilities are also USDA approved (direct approval by US Government for export), and PRC approved (direct approval by Chinese Government for export).



Young's Seafood Limited is a member of several accreditation and certification schemes relating to good practice and high standards in manufacturing and the supply chain including the British Retail Consortium BRGCS Global Standard; The Soil Association; The Marine Stewardship Council; The Aquaculture Stewardship Council; Global GAP and RSPCA. The trading companies of Sofina Foods Limited and its subsidiaries are regularly independently audited for compliance, providing reassurance to suppliers, customers, and the consumer. Sofina Foods Limited and its subsidiaries value the benefit of this in promoting these relationships.

Steve Ellis
Director

12 November 2021

(originally issued 1 January 2020 on behalf of Eight Fifty Food Group Limited, now Sofina Foods Limited)