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29th May 2025

Rattlerow Group

Modern Slavery Statement 2025

Introduction

This statement is published by the Rattlerow Group in accordance with section 54(1) of the Modern Slavery Act 2015. It sets out the businesses actions during the financial year ending 31st December 2024 and our ongoing commitment to tackling and preventing modern slavery, human trafficking and hidden labour exploitation in our operations and supply chains. This statement covers all businesses within the Rattlerow Group namely *Rattlerow Farms, Rattlerow Biogas, Rattlerow Properties and KLASSA AI.*

About the Rattlerow Group

Established in 1954, the Rattlerow Group is a privately owned family business that has become a UK leader in supplying pig genetics, breeding stock and finished product to customers within agricultural and major UK meat processing supply chains. In addition, we operate an integrated farming business that includes an arable enterprise, biogas plant and property portfolio, employing over 200 people across the UK.

Organisational Structure and Accountability

Our Executive Board are accountable for our corporate governance and lead on our commitment to social and ethical compliance. Built on a foundation of Family Values, these commitments are underpinned by our Core Values – High Standards, Doing What's Right, Resourcefulness and Thinking Ahead. These drive a culture of openness, honesty and an adherence to strong moral and ethical principles and Values in the workplace.

Policies and Procedures in relation to Slavery and Human Trafficking.

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We are continuing to introduce and develop several policies and procedures that enable us to prevent, minimise and respond to worker exploitation within our business and have proper controls in place. These include our Whistleblowing Policy and Confidential Reporting Line - **Stand Up! Speak Up!** giving all workers and visitors to our sites the opportunity to confidentially report a concern via a secure website, 7 days a week. In addition, **Stronger Together** resources are utilised to communicate the contact details for the **Modern Slavery Helpline**.

Our policies also include Modern Day Slavery, Child Labour and remediation, all based on the recognised standards of the Ethical Trading Initiative (ETI) base code and International Labour Organisation (ILO) conventions as well as industry recognised bodies including Stronger Together.

We employ a diverse workforce across the business and have recruitment processes in place that ensure our staff are either sourced directly or through reputable recruitment agencies that comply with UK legislation. It is not our policy to engage workers through temporary agency labour providers or gangmasters. Those individuals who are employed on working visas from outside the UK are all accommodated in company owned housing that provides good standards of living and is inspected regularly. A package of support is also provided to aid integration into the local community.

Due Diligence and Risk Assessment

We work closely with our suppliers and customers across the supply to support the identification and mitigation of risk. Our internal auditing process also includes working conditions and employee health and welfare across all our businesses within the Rattlerow Group.

Monitoring and Measuring

We monitor and measure several KPI's to help identify any signs of exploitation, these include

- The number of reports made through our Stand Up! Speak Up! Confidential Reporting Line
- Carrying out checks during internal audits to ensure information on our Confidential Reporting Line and Stronger Together modern slavery helpline are visible and available to all.
- Concerns highlighted through internal audits
- The number of whistleblowing reports made that relate to exploitation
- Grievances that may relate to exploitation, bullying or control
- To date there have been no cases reported of exploitation, trafficking or Modern Day Slavery or child labour.

Training and Governance

Employees receive information on Modern Day Slavery and Human Trafficking as part of their induction. In addition, information on our Stand Up! Speak Up! confidential reporting line and Stronger Together modern slavery helpline are featured within our Employee Benefits booklet and on our Rattlerow Wall, the internal communication channel that provides access to important information. Our Health, Safety and Wellbeing programme will also include featuring Modern Day Slavery as part of its annual plan.

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Plans are in place for relevant managers to attend specialist training in areas related to Modern Day Slavery held by Stronger Together.

This statement was approved by the Executive Board of the Rattlerow Group on 29th May 2025

DocuSigned by:
Andrew Saunders
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Andrew Saunders
Chair
Rattlerow Holdings Limited

Dated 29th May 2025