



# Modern Slavery Statement

## INTRODUCTION

This statement has been prepared on behalf of FI Holdings Ltd and its subsidiary Flat Iron Steak Ltd ('Flat Iron') for the purpose of complying with section 54 of the Modern Slavery Act 2015.

Our business is all about people – from the remarkable team members who make Flat Iron what it is, to the suppliers and partners who we select. We're committed to doing business with integrity and treating people with respect, fairness, and transparency.

This statement, which covers the financial year ended August 25<sup>th</sup> 2024, outlines the steps we have taken - and continue to take - to ensure modern slavery and human trafficking are not present in our business or supply chain. We are committed to reviewing our progress and identifying opportunities for improvement on an annual basis.

## WHAT WE BELIEVE

Modern slavery – including forced labour, trafficking, and exploitation – has no place in our business or the world. We're committed to protecting human rights and ensuring everyone in our team and supply chain is treated with dignity.

## WHAT WE ARE DOING

### 1. Policies and ways of working

We have the following in place within our Employee Handbook to make our stance clear. These include:

- Modern Slavery and Human Trafficking/ Recruitment and Employment Principles
  - These principles set out how we prevent exploitation and hold ourselves accountable
- Equal Opportunities, Diversity and Inclusion Policy
  - This policy ensures fairness and inclusion across the board
- Confidential Reporting Policy
  - This policy allows a safe opportunity for anyone to raise concerns, anonymously if they prefer
- Right-to-Work Checks
  - These checks ensure everyone who joins our team meets legal requirements

### 2. Training and Awareness

- New team members learn about spotting risks as part of their induction
- Managers are trained to identify and address any signs of exploitation
- We keep the conversation going through regular updates where appropriate

### 3. Suppliers

We only work with suppliers who align with our values. We expect them to:

- Confirm they're compliant with the Modern Slavery Act
- Uphold ethical labour practices
- Hold their own suppliers to high standards too

### **HOW WE MEASURE SUCCESS**

We know we are on the right track when:

- We don't receive any reports of modern slavery or trafficking.
- Our suppliers follow our ethical practices, with no breaches of our agreement.
- Our team feels confident raising concerns if something doesn't seem right.

### **OUR PROMISE**

We will keep working hard to protect people's rights and take action if we find anything that does not feel right. Modern slavery isn't always easy to spot, but we are committed to staying vigilant and making sure our business is free from it.

This statement has been approved by the senior leadership team at Flat Iron and the directors of FI Holdings Ltd.



Tom Byng  
Chief Executive