

2025 AGM Written Q&As

“What specific actions is Cranswick taking to ensure that piglet thumping, recently highlighted at Northmoor Farm in Lincolnshire, is no longer taking place across any of its farms? In practical terms, what alternative methods have been implemented to replace this practice and guarantee it has been fully eliminated”.

- **Answer:** It was incredibly upsetting to see the breaches of our welfare standards captured at Northmoor Farm. We have instigated an independent, veterinarian led review of the management and processes in place across all of our pig farms, and this project has now well advanced. We look forward to receiving the review recommendations. We will provide a further update once this has concluded.

As soon as we were made aware of the footage, disciplinary proceedings started against the employees based at North Moor Farm, resulting in dismissals.

We have also implemented the following measures:

- embarked on a full retraining programme for every one of our farm-based employees.
- banned the use of so called "piglet thumping" on all of our farms replacing this with a mechanical alternative.
- created four new Animal Welfare Officer roles to cover all of our farms.
- introduced an intelligent surveillance system which is being installed at all of our indoor pig farms and has the capability to identify abnormal behaviours on the farm.

“How many incidences of modern slavery have been found in the last year? What happened as a result? What remediation was made? And if the response is zero, please can you explain why you are confident that there is no modern slavery in your supply chains or business practices.”

Answer: During the year, the Group had one incident of modern slavery at a site where four individuals who were agency workers indicated that they had to pay another person (who did not work for Cranswick) to get their jobs. The incident was investigated; the individuals were reimbursed by the Company for the payments made and the matter was reported by the Company to the Gangmaster and Labour Abuse Authority.

We are confident that there are robust systems, governance, and preventative measures in place across both our internal operations and external supply chain:

Supply Chain:

- All suppliers are required to adhere to our Technical Conditions of Supply, which include stringent ethical standards, and to be registered on SEDEX.
- High-risk suppliers are subject to SMETA audits, and any critical non-conformances are thoroughly reviewed and followed up to ensure effective remediation.
- We use SEDEX’s Radar Risk Assessment tool.
- Ethical requirements are embedded into Purchasing Contracts and our Technical Conditions of Supply documents.
- We maintain regular oversight through quarterly internal reports on supply chain risks.
- We hold annual meetings with retail partners to review performance and agreed actions.

Internal operations:

- We have multiple channels in place to identify and escalate concerns, including a whistleblowing hotline, formal grievance mechanisms, and internal verification audits.

- All our sites are SEDEX-completed and subject to regular audits, including SMETA audits, retailer assessments, and internal agency audits.
- Stronger Together Modern Slavery information and awareness raising is part of the induction for all employees, and Modern Slavery training is compulsory for all managers and available to all staff.
- Key policies such as our Modern Slavery Statement, Human Rights Policy, and Anti-Slavery & Human Trafficking Policy are available to all employees.

Agency Workforce:

- Agencies supplying labour are audited annually as part of our internal verification process and as part of SMETA and retailer audits.
- Agency workers and contractors have access to the whistleblowing line.
- Agency workers receive Stronger Together awareness information as part of the Induction and have access to Modern Slavery training.