

KEFCO GROUP

Modern Slavery Act Statement

Financial Year ended 28 December 2025 | Published June 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Kefco Group's (and subsidiaries) modern slavery and human trafficking statement for the financial year ended 28 December 2025. Kefco takes a zero-tolerance approach to any form of modern slavery, forced labour, and human trafficking within our business and supply chains.

1. Organisation Structure and Supply Chains

Kefco operates as a franchisee of Kentucky Fried Chicken (Great Britain) Limited ("KFC GB"), trading from restaurant locations within the United Kingdom. Our workforce consists of employees engaged directly by Kefco on contracts of employment, paid in full compliance with all applicable UK employment legislation, including the National Minimum Wage and National Living Wage requirements.

Our supply chain is principally governed by our franchisor relationship with KFC GB. The majority of food, packaging, and related supplies are sourced through KFC GB's approved and centrally managed supply chain. Kefco does not procure independently from high-risk jurisdictions and relies on KFC GB's comprehensive supplier monitoring framework for the oversight of those supply chains.

Where Kefco does engage suppliers directly — for example, for facilities management, cleaning, and local services — we take steps to assess those relationships for modern slavery risk.

2. Policies in Relation to Slavery and Human Trafficking

Kefco is committed to acting ethically and with integrity in all business dealings. Our approach is underpinned by the following policies and commitments:

- **Zero-tolerance policy:** Kefco has a zero-tolerance approach to modern slavery in all its forms, including forced labour, child labour, debt bondage, and human trafficking.
- **Recruitment policy:** All employees are recruited through lawful processes. Kefco verifies the right to work in the UK for every employee and does not use unlicensed labour providers.
- **Pay and terms of employment:** Every Kefco employee receives their own pay directly, at a minimum meeting all statutory requirements. Kefco does not make unlawful deductions from wages.
- **Whistleblowing:** Employees are encouraged to raise concerns about any wrongdoing, including suspected modern slavery, without fear of retaliation.

In addition, Kefco relies upon the modern slavery policies of its franchisor, KFC GB, which cover the broader food supply chain. KFC GB's policy is published at:

KFC Modern Slavery Act Statement: <https://www.kfc.co.uk/modern-slavery-act>

KFC GB works collaboratively with its suppliers to ensure employment is freely chosen, and that suppliers maintain policies, management systems, risk assessments, training, and measurement processes to eliminate forced labour and slavery throughout their operations.

3. Due Diligence Processes

Kefco undertakes the following due diligence measures to identify and address modern slavery risk:

- Recruitment checks: Management oversee the recruitment process, ensuring all new starters are verified for their legal right to work in the UK and are not subject to debt or coercion in connection with their employment.
 - Payroll controls: Kefco operates internal payroll controls to ensure every employee receives their wage directly and in full, with no improper deductions.
 - Supplier assessment: For any suppliers engaged directly by Kefco outside of the KFC GB supply chain, we conduct proportionate due diligence, including enquiring into their own modern slavery policies and practices.
 - Franchisor reliance: For the majority of our supply chain, Kefco places reliance on KFC GB's established supply chain due diligence, auditing, and corrective action programmes.
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4. Risk Assessment

Kefco has considered the areas of its business most exposed to modern slavery risk. We assess our principal risk areas as follows:

- Direct workforce: Low risk. All employees are on standard employment contracts, paid at least the National Living Wage, with full right-to-work checks completed.
- KFC GB supply chain: Managed risk. We rely on KFC GB's supply chain oversight, which includes supplier audits and mandatory modern slavery compliance requirements.
- Directly procured local services: Moderate risk. We are vigilant in reviewing labour providers and service contractors and will apply enhanced scrutiny to any high-risk categories.

Kefco will continue to review and update its risk assessment as the business evolves.

5. Effectiveness and Key Performance Indicators

Kefco monitors the effectiveness of its steps to combat modern slavery through the following measures:

- All employees have a verified right to work in the UK.
- All employees are paid at or above the National Living Wage, with pay records available for audit.
- No instances of modern slavery, forced labour, or human trafficking have been identified within Kefco's operations.
- Any incidents or concerns raised are investigated promptly, with findings shared with all relevant parties.

In the event that any incident or concern is identified, Kefco will take immediate and appropriate action, including notifying relevant authorities where required, and will work with KFC GB and other relevant parties to address the matter.

6. Training and Awareness

Kefco management receive guidance on identifying and responding to the signs of modern slavery as part of their responsibilities for overseeing recruitment, employment practices, and supplier engagement. We are committed to raising awareness among our staff so that concerns can be identified and reported promptly.

Kefco will keep its training and awareness activities under review and will develop these further as our business grows.

7. Approval

This statement has been approved by the senior management of Kefco and will be reviewed and updated annually.

Signed: Andrew Hitch

Name: Andrew Hitch

Position: Director

Date: 17th June 2026

This statement was prepared in accordance with section 54 of the Modern Slavery Act 2015.