

Modern Slavery Statement

John Mackle (Moy) Ltd (T/A Mackle Petfoods)

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by John Mackle (Moy) Ltd (T/A Mackle Petfoods) during the year ending 31st March 2026 to prevent modern slavery and human trafficking in its business and supply chains.

INTRODUCTION

This is the second Modern Slavery Statement for John Mackle (Moy) Ltd (T/A Mackle Petfoods). We are dedicated to protecting people. It goes against everything we stand for to look the other way when we see human rights abuses or to knowingly contribute in some way to child labour, slavery or human trafficking.

We recognise and embrace our responsibilities relating to human rights, as an employer and purchaser of goods and services. We recognise slavery and human trafficking is a growing global issue which no business, industry or sector, be it private or public, is considered immune from.

John Mackle (Moy) Ltd (T/A Mackle Petfoods) has a zero-tolerance approach to modern slavery and all human rights abuses of any kind in our operations and our supply chains. We take our responsibilities seriously and expect our staff to report concerns using appropriate reporting channels, and our management are expected to act on them. Together, our policies, due diligence processes, training and remediation procedures form a comprehensive framework to prevent, identify, and address modern slavery risks.

STRUCTURE, BUSINESS AND SUPPLY CHAINS

Mackle Petfoods, founded in 1972 and based in Co. Armagh, is one of Ireland's leading pet food manufacturers, leading the way in pet products for over 50 years. Family owned and managed, Mackle Petfoods is based in Co Tyrone, N. Ireland. Exporting into 18 global markets and producing over 70 million cans and 30 million trays annually, the Mackle Petfoods brand family includes Naturo Natural Pet Food, Norsh Petfoods, Cat Club, and Brandy. The company employs over 270 staff across its Moy and Moygashel state-of-the-art production and packaging sites.

Corporate Social Responsibility is fundamental to the culture of John Mackle (Moy) Ltd (T/A Mackle Petfoods). The company engages with the communities in which we operate to build trust and provide support.

We have a global approach to supplier assurance and our preferred suppliers of key categories (ingredients, packaging, contract manufacturing, and selected services) are required to complete a detailed supplier approval questionnaire covering quality, food safety and human rights standards, among other areas of importance.

POLICIES AND CONTRACTUAL CONTROLS

This statement should be read in conjunction with Mackle Petfoods' Human Rights Policy, which sets out our overarching commitments to ethical labour practices and respect for human rights.

We operate the following policies to support our approach to identifying and preventing modern slavery:

- Global Code of Business Conduct
- Supplier Code of Ethics
- Anti-Bribery Compliance Policy
- Whistleblower Policy - Reports of suspected modern slavery are investigated, and where concerns are substantiated, appropriate corrective action and remediation measures are implemented.
- Recruitment Policy

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- Human Rights Policy

DUE DILIGENCE PROCESSES

We reinforce our commitment to prevent slavery or human trafficking through:

- Affirmations against human trafficking, forced labour, and child labour in our codes and contracts
- Compliance with all local and international labour laws
- Due diligence on existing and potential business partners
- Expectations of safe and healthy work environments
- Anonymous whistleblowing system for employees

Mackle Petfoods recognises that effective due diligence may identify instances of modern slavery or labour exploitation. Where issues are identified, we are committed to responding responsibly and in a manner that prioritises the safety, wellbeing, and rights of affected workers.

We apply a structured remediation approach, working collaboratively with suppliers and relevant stakeholders to address issues, support affected individuals, and prevent recurrence.

Our remediation processes are aligned with our Child Labour Remediation and Young Worker Policy and reflect the principles of the UN Guiding Principles on Business and Human Rights.

LEGISLATION

We adhere to all local and international labour laws where we do business and operate. We are committed to providing a safe and healthy work environment and we expect our suppliers to comply with applicable health and safety laws and regulations in the countries in which they operate.

STEPS TAKEN TO ASSESS AND MANAGE RISK IN SUPPLY CHAIN

We aspire to be an industry leader in deterring modern slavery by enhancing our policies, due diligence programme, training, and stakeholder engagement.

All suppliers are expected to adhere to our Modern Slavery clause and Supplier Code of Ethics. Over the next 12 months, we will continue to engage with suppliers to gain deeper understanding of our supply chains. Suppliers are expected to engage in corrective action and remediation processes where issues are identified, including addressing root causes and implementing sustainable improvements.

Suppliers are responsible for ensuring that these standards are applied across their own supply chains, including subcontractors and labour providers.

TRAINING AND COMMUNICATION

In 2024, our HR Manager completed an Introduction to Responsible Recruitment course to deepen our understanding of ethical hiring practices. Following this, we joined the Stronger Together initiative—a multi-stakeholder, business-led programme aimed at reducing modern slavery, particularly forced labour, labour trafficking, and other hidden third-party exploitation of workers. Through Stronger Together, we benefit from expert guidance, training, resources, and a collaborative network of employers, labour providers, workers, and their representatives.

In 2025, both our HR team and Technical Manager completed further training in:

- Tackling Modern Slavery in Business (UK and ROI)
- Effective Human Rights Due Diligence in Supply Chains

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- Ensuring Effective Workplace Grievance Mechanisms

This training supports the identification, reporting, and remediation of modern slavery risks across our operations and supply chain.

We continue to work with SEDEX audits, which support our efforts to improve working conditions across global supply chains. These audits help us identify risks, track progress, and ensure transparency in our operations.

ASSESSMENT OF EFFECTIVENESS IN PREVENTING MODERN SLAVERY

We will report against the following key performance indicators:

- Monitoring of contractual terms
- Supplier questionnaire returns: All supplier questionnaires sent out have been returned completed.
- Actions taken to strengthen supply chain
- Employee training levels: All employees have been made aware of our modern slavery policy and reporting procedures and we continue to promote awareness across the business.
- Number of whistleblowing reports received in relation to modern slavery
- Number of non-conformances identified in audits
- Number of non-conformances identified in ethical audits (SEDEX)
- Number of external alerts received in relation to modern slavery

Our monitoring was positive, with no reports of exploitation, modern slavery, or trafficking identified during the reporting period.

FURTHER STEPS TO PREVENT MODERN SLAVERY IN OUR SUPPLY CHAINS

We are committed to strengthening our internal governance around modern slavery and human rights.

This includes:

- Expanding training programmes for key personnel
- Enhancing supplier engagement and transparency
- Formalising grievance mechanisms to ensure workers can safely raise concerns

Our partnership with Stronger Together and ongoing SEDEX participation will support these efforts. We will continue to monitor and review our practices to ensure they align with evolving best practices and legal standards.

BOARD APPROVAL

This statement is made pursuant to section 54(1) of the Act, has been approved by the Board of Directors of John Mackle (Moy) Ltd (T/A Mackle Petfoods), and will be updated annually hereafter in line with the Modern Slavery Act 2015.

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Signed on behalf of John Mackle (Moy) Ltd (T/A Mackle Petfoods)



Philip Hamilton
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John Mackle (Moy) Ltd (T/A Mackle Petfoods)