WRITTEN RESOLUTION OF THE BOARD OF DIRECTORS

Resolution in writing of the board of directors of NH Foods U.K Limited (the "Company") dated this 12th day of May, 2022.

BACKGROUND:

A. The Company is a company organized and operating under the Laws of England.

IT WAS RESOLVED THAT:

1. Publish Slavery and Human Trafficking Statement pursuant to Section 54 (1) of the UK Modern Slavery Act (2015) (the "Document").
2. Any one director of the Company is authorized to sign the Document.
3. Publish the Document on the website of the Company.
4. This resolution may be executed in counterparts. Scanned signatures are binding and are considered to be original signatures.

Dated in England on the 12th day of May, 2022.

Atsushi Ozawa

田中昌穂

Masaho Tanaka

Modern Slavery and Human Trafficking Transparency Statement

NH Foods U.K. Limited
Year ending 31. 3. 2022

Introduction from Atsushi Ozawa/Managing Director

This statement is made pursuant to section 54 or the Modern Slavery Act 2015 ("the Act") of the United Kingdom. This statement sets out the steps which we have taken to ensure that slavery and human trafficking is not conducted within our own businesses and supply chain during the fiscal year ended 31st March 2022.

Our business and its structure

We are incorporated as wholesale of meat and meat products on 1 May 1986 with the registered office located in International House, 1 St Katharines Way, London E1W 1UN. We are a part of NH Foods group.

The headquarter is located in BREEZE TOWER, 4-9, Umeda 2-chome, Kita-ku, Osaka, Japan and mainly engaged in the meat processing business.

NH Foods group which started with the manufacture of ham and sausages, is now spreading to a variety of food products such as meat and processed foods, aquatic products, dairy products and health foods.

NH Foods group operates in four business segments. The Processing segment produces and sells hams, sausages and other processed food. The Meat segment is engaged in the breeding of pigs, cattle and broilers, as well as the processing and sale of meat products. The Associated Company segment is engaged in the production and sale of dairy products and aquatic products. The Foreign segment develops meat, processed food and aquatic products in foreign countries.

For more information on NH Foods group's activities, please visit the following website:

https://www.nipponham.co.jp/eng/

Our supply chains

We requests major suppliers in its supply chain to take appropriate steps based on the relevant policies stated below. Additionally, we encourage our suppliers to apply such policies to their suppliers and sub-contractors so that it helps the mitigation of slavery or human trafficking risk in our whole supply chain.

Our policies on slavery and human trafficking

NH Foods group formulated its CSR Procurement Policy ("CSR Policy") in April 2017 as its basic policy on purchasing activities including prohibiting forced labour and child labour.

Our procurement team comply with CSR Policy and always expected our suppliers to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

NH Foods Group will formulate an NH Foods Group Human Rights Policy ("Human Rights Policy") which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

NH Foods Group will strive to develop and implement a human rights due diligence system to identify negative impacts on human rights. If we identify that NH Food Group's practices have caused or contributed to a negative impact on human rights, we will endeavor to prevent or reduce such impacts.

We have in place systems to:

Monitor compliance by requiring major supplier and our employee to review and confirm their compliance with our Human Rights Policy.

Carry out due diligence on our major suppliers to ensure their understanding of and compliance with the Act.

- Require suppliers to commit to compliance with our CSR Procurement Policy.

Supplier adherence to our values

To ensure those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

We seek to receive a confirmation from our supply chain third parties that they comply with local labour laws and regulations.

In the event that we are not reasonably satisfied with the confirmation submitted by the suppliers, we may request the suppliers to explain the responses in detail and/or submit an improvement action plan.

The management are responsible for compliance in their respective departments and for their supplier relationships.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are considering providing training to our employee. As an initial step to increase employee awareness, our Human Rights Policy has been prominently posted within offices to help ensure an understanding of our Human Rights Policy.

Our effectiveness in combating slavery and human trafficking

In the event that suppliers fail to provide assurance to cease or prevent slavery and human trafficking or other adverse human rights impacts, we will request suppliers to improve such an illegal situation immediately. In case suppliers do not improve such illegal situation within the reasonable period, we will consider terminating our business relationships with such suppliers.

Further steps

In order to further confirm that there are no slavery or human trafficking, we will do the following steps:

We take a survey about anti-slavery to our major suppliers and find out any possible risks in business.

We intend to review every year the steps we have taken to combat slavery and human trafficking.

This statement has been approved by our board of directors.



Atsushi Ozawa/Managing Director
NH Foods U.K. Limited