

**THOMAS TUNNOCK LIMITED
MODERN SLAVERY STATEMENT
AUGUST 2026**

This Modern Slavery Statement is issued by Thomas Tunnock Limited ("Tunnock's") in accordance with Section 54 of the Modern Slavery Act 2015 ("the Act"). It outlines the measures taken during the financial year ending 28 February 2026 to identify, prevent and mitigate the risk of modern slavery and human trafficking within our business operations and supply chain.

Tunnock's is committed to conducting business ethically and responsibly. We do not tolerate any form of modern slavery, including slavery, servitude, forced or compulsory labour, or human trafficking, and we expect the same high standards from those who work with us.

About Tunnock's

Founded in 1890, Tunnock's is a family-owned bakery and biscuit manufacturer based in Uddingston, Scotland. All manufacturing activities take place at our Uddingston site, with products supplied throughout the United Kingdom and exported to customers across Europe, the Americas, Africa and Asia.

Although our manufacturing operations are entirely UK-based, our supply chain extends globally to source ingredients and materials. We recognise that this brings responsibilities to understand and manage potential risks associated with modern slavery.

Our long-standing reputation has been built on quality, integrity and strong relationships. These values influence how we recruit our people and how we select, engage and work with suppliers.

To support our business, we work with suppliers across a range of sectors, including:

- Raw materials used in the manufacture of our products.
- Packaging materials and associated services.
- Vehicle and fuel providers for product distribution.
- Utilities, engineering and maintenance services.
- Laundry services supporting food safety standards.
- Labour providers supplying temporary agency workers.
- IT software, systems and equipment.
- Legal, professional and business support services.

We understand that the level of risk varies across different parts of our supply chain, and we continue to assess these areas accordingly.

Policies and Due Diligence

Tunnock's maintains a Modern Slavery Policy which reflects our zero-tolerance approach to modern slavery and human trafficking, which is available to all employees and is reviewed regularly to ensure it remains relevant and effective.

We recognise that certain ingredients in our products are from regions that may present an increased risk of modern slavery, therefore, we work with established suppliers who share our commitment to ethical business practices and are expected to maintain appropriate controls to identify and prevent modern slavery within their own operations. As such, we continue to source sustainable palm oil through suppliers supporting the Roundtable on Sustainable Palm Oil (RSPO).

Our People

Our Family Values—*Working Together, Authenticity, Future, Excellence and Reputation* and Behavioural Code of Conduct promote a culture of respect, integrity and accountability.

Our recruitment procedures include:

- Verification of employees' right to work in the UK.
- Payment of wages into individual bank accounts.
- Modern slavery awareness as part of employee induction.
- Routine monitoring to identify potential indicators of labour exploitation.

No concerns relating to modern slavery were identified during the reporting period either in person or through our independent confidential whistleblowing service, which all employees have access to.

To strengthen awareness throughout the business, managers and relevant employees receive modern slavery training, supported by information displayed across our sites explaining the warning signs and reporting procedures.

Tunnock's employs approximately 620 people, increasing to around 650 during peak production periods. Most employees are recruited directly, with additional seasonal workers supplied through long-established recruitment agencies that hold Gangmasters and Labour Abuse Authority (GLAA) licences, which support our standards on ethical recruitment and behaviours at work.

Supply Chain

We continue to work closely with our suppliers to promote responsible sourcing and ethical employment practices. Our UK logistics provider directly employs its drivers, reducing labour-related risk, while our packaging suppliers have confirmed that they operate appropriate due diligence processes and provide staff training on modern slavery awareness.

We regularly review risks across our supply chain and take action where necessary to maintain high ethical standards.

Scotland Against Modern Slavery (SAMS)

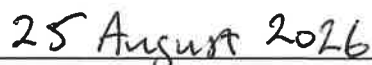
In 2026, Tunnock's became a member of Scotland Against Modern Slavery (SAMS). Membership supports our ongoing commitment to raising awareness, sharing best practice and strengthening our approach to preventing modern slavery.

Approval

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 28 February 2026 and was approved by the Board of Directors of Thomas Tunnock Limited at its meeting held on 25 August 2026.



Director for and on behalf of Thomas Tunnock Limited



Date