



KIRIL MISCHEFF GROUP

PASSIONATE ABOUT FOOD AND DRINK SINCE 1935

Kiril Mischeff Ltd Modern Slavery Statement 2026

Introduction

This statement is issued in accordance with the Modern Slavery Act 2015. It details the actions currently being taken to prevent modern slavery in Kiril Mischeff Ltd's own operations and supply chain.

Organisational structure

Founded in 1935, Kiril Mischeff Ltd is one of the leading UK importers and stockholders of ingredients for the food and beverage manufacturing industry, and a supplier of finished food products to the retail and food service sectors.

Kiril Mischeff Ltd is part of the Kiril Mischeff Group, which employs around 300 people at group level. At the time of reporting, Kiril Mischeff Ltd employs 80 people in roles including sales, logistics, finance, quality assurance, technical, marketing and sustainability.

Supply chain

Kiril Mischeff Ltd has a global supply chain with suppliers in over 40 countries. All our food and beverage suppliers must be officially approved in line with our BRC Agents and Brokers certification. As part of supplier approval and onboarding, food and beverage suppliers are required to be active Sedex members or commit to becoming Sedex members where they do not have membership already in place.

Policies

As a responsible company, Kiril Mischeff Ltd is committed to acting ethically and with integrity in our business dealings and relationships, and to implementing and enforcing systems and controls to ensure that modern slavery is not taking place in our own operations or supply chains. We work with our suppliers to ensure that decent, safe and legal working conditions are provided for all workers involved in the supply chain of products produced for Kiril Mischeff.

Our key policies to support this commitment include:

Staff Handbook: The Staff Handbook is available to all staff on the company intranet and applies to our own operations. Company policies in the handbook cover topics including *equal opportunities, anti-harassment, grievance* and *whistleblowing*.

Ethical & Responsible Sourcing Policy: This policy outlines our approach to ethical trading, including a commitment to upholding the ETI Base Code and the Modern Slavery Act 2015. This policy is primarily aimed at addressing risks within our supply chain.

Risk assessment

Kiril Mischeff Ltd carries out ethical risk assessments primarily using the Sedex combined risk score, which considers inherent site risk, responses to the Sedex SAQ and third-party ethical audit outcomes. In cases where a desktop review is required, alternative data sources may be used. Horizon scanning is carried out using FNET's weekly news, along with other sources where required.

Due diligence

Suppliers of food and beverage products to Kiril Mischeff Ltd are required to have an active Sedex membership with a fully completed and up-to-date Sedex SAQ. Many supplying sites undertake third-party ethical audits such as SMETA, BSCI or other equivalent ethical audits. In certain cases, additional information about other tiers of the supply chain may be collected, for example, details about raw material growers.

Food Network for Ethical Trade (FNET)

In 2025, Kiril Mischeff joined the Food Network for Ethical Trade (FNET), a member-led initiative committed to improving the lives and livelihoods of workers in food supply chains. FNET uses the collective leverage of suppliers and retailers to bring about positive change in working conditions.

FNET was established in 2016 by several major UK food companies to improve human rights in global food supply chains through a common approach to managing ethical trade. FNET aims to support members in identifying, managing and responding to ethical trade risks in global food supply chains, to improve the food industry's

understanding of ethical trade, to identify and facilitate opportunities for collaboration, to promote trust, and to provide a forum for sharing issues and best practice.

Through its collaborative work, FNET aims to improve labour conditions in agriculture and food processing, both in the UK and internationally, by setting industry-wide expectations and ensuring they are communicated and supported throughout supply chains.

Membership of FNET enables us to work alongside more than 80 suppliers and retailers to use our collective leverage to bring about positive change in global food supply chain working conditions by providing guidance, resources, training and opportunities for collaboration. In 2025, Kiril Mischeff participated in the Climate Change and Human Rights and Common Due Diligence Tools working groups, which support the advancement of our implementation of responsible business practices.

Training

Two members of Kiril Mischeff Ltd's Sustainability team have completed the following training:

- Tackling Modern Slavery in Business, UK and Ireland - Stronger Together
- Effective Human Rights Due Diligence in Supply Chains - Stronger Together

Goals and key performance indicators

Technical approval: 100% of food and beverage suppliers must be technically approved in line with our BRC Agents and Brokers standards. This is fundamental to giving us traceability within our supply chain.

Sedex membership for suppliers: We aim for 100% of food and beverage suppliers to have active Sedex membership. Where products are purchased via agents and brokers, we require the final point of manufacture to have Sedex membership.

Culture survey: Employees are encouraged to report anonymously on their experience of working for Kiril Mischeff through completion of an online survey. The results of this survey are processed and shared with the board of directors.

Signed on behalf of the board of directors.

A handwritten signature in black ink, appearing to read "Michael Tutty". The signature is written in a cursive style with a horizontal line underlining the name.

27th March 2026