



MODERN SLAVERY STATEMENT

This statement is made by Kolak Snack Foods Ltd (a Europe Snacks Group Company). It is a statement made in accordance with section 54 of the Modern Slavery Act 2015 (MSA) and covers our 2024 financial year which ran from 1 February 2024 to 31 January 2025.

Kolak Snack Foods Ltd complies with the provisions of the MSA and the duty it places on businesses to disclose publicly the steps we are taking to tackle forced labour and human trafficking. We have in place a regular mechanism to review and improve our practices through effective due diligence and risk assessment, continuing to raise awareness and acting to protecting the most vulnerable groups of people.

OUR ORGANISATION

Kolak Snack Foods Ltd, based in UK, is part of the Europe Snacks Group, a privately owned private label savoury snacks manufacturer operating in France, Spain and the UK. The supply chain for Kolak Snack Foods Ltd includes relationships with external business for the sourcing of products and several of these suppliers are based outside of the United Kingdom. Due to the nature of our products, we work with strategic supply partners globally.

OUR POLICIES

We are committed to ensuring that modern slavery or human trafficking does not exist either within our supply chain or any part of our business. We will not associate with any business that is knowingly in breach of the Act and its expectations or which we know is engaged in slavery or human trafficking.

Our approach to responsible sourcing reflects our commitment to acting ethically and with integrity in our business relationships. As a supplier to our customers, we are audited against their individual Codes of Practice, of which ethical standards form part of the audit scope. It is a requirement that we be ethically compliant to gain approval as a supplier. We are also third party audited by accreditation bodies and ethical standards are part of these audit scopes. We are committed to the Ethical Trading Initiative (ETI) and we are regularly audited by third parties who publish our audit results in the Supplier Ethical Data Exchange (SEDEX).

Our policies are communicated through various methods, including on our Employee Handbook, accessible on our shared drives, from our HR Team, on our noticeboards. Our approach is reviewed on a regular basis (minimum annually) by a Steering Team. This Modern Slavery Statement is published on our website.



DUE DILIGENCE PROCESSES FOR MODERN SLAVERY AND HUMAN TRAFFICKING

As part of our ongoing work to identify, review and mitigate risk we have systems in place to

- Identify and assess potential areas of risk in our organisation
- Mitigate the risk of modern slavery and human trafficking occurring in our supply chains
- Support ongoing communication mechanisms, including whistle blowing

SUPPLIER ADHERENCE TO MODERN SLAVERY

We have a zero-tolerance stance towards modern slavery and human trafficking. To ensure that our supply chain and contractors work to comply with the ETI and the MSA we have put in place a supply chain compliance programme which includes an approval process prior to commencement of supply which includes self-assessment questionnaires and audits designed to establish a risk rate and the relevant control measures to monitor supply risk assessment, monitoring of performance, our affiliation to SEDEX and conducting regular agency contractor audits.

We encourage our suppliers with a total turnover in excess £36 million to also release a modern slavery statement of their own and publish in their relevant websites where applicable.

To identify and mitigate the risk of modern slavery, we have established the following due diligence processes:

1. **Risk Assessment:** Regular risk assessments of our supply chains to identify and address potential areas of concern.
2. **Supplier Audits:** Conducting audits of key suppliers to ensure compliance with our policies and standards.
3. **Supplier Engagement:** Working closely with our suppliers to improve practices and address any issues related to modern slavery.

TRAINING

To raise awareness of modern slavery and human trafficking, as well as our internal policies and procedures, we have embedded Modern Slavery content into our company Induction Programme. This training is also shared with our labour providers to ensure alignment and consistency across our supply chain.



We deliver comprehensive Ethics Training across all levels of our business to ensure that every employee understands the risks associated with modern slavery and is fully aware of our policies and procedures. This training includes:

1. Identifying the signs of modern slavery and understanding key ethical issues and their importance.
2. Familiarisation with the Europe Snacks Code of Good Business Practices, including supporting tools, processes, and key contacts for modern slavery concerns.
3. Clear guidance on how to report suspected instances of modern slavery.
4. Enabling employees to consistently adopt ethical behaviours and attitudes.
5. Safeguarding both employees and third parties from unethical conduct.
6. Protecting the company, its reputation, and its legal representatives.

Throughout 2024 and into 2025, we remain committed to strengthening the skills and knowledge of key frontline employees, ensuring our ethical standards are upheld across the organisation.

22 July 2025

A handwritten signature in black ink, appearing to read "Rikin Lakhani".

Rikin Lakhani

**Signed by Rikin Lakhani, Managing Director
On behalf of Kolak Snack Foods Ltd**