



Modern Slavery Statement for Monolith (UK) LTD

The note from our people

As human beings, we have a zero-tolerance approach to modern slavery and would take any steps to prevent it from happening.

As a business, our approach is to take full responsibility for the impact of our activities.

We commit to take any measures to eliminate slavery in any form that it may exist.

Introduction

The Monolith (UK) LTD appreciates its people as its main assets. Our aim is to serve people by bringing them the best of their national food, and we're straining to safeguard human rights on the way to deliver that. Our Statement presents our commitment to preventing modern slavery and human trafficking in our business and our supply chains. The Statement outlines our actions to address modern slavery risks in our operations as per the UK Modern Slavery Act 2015.

Our Business and Supply Chains

Monolith (UK) LTD is a leading importer and distributor of food products, mainly from Eastern European countries, to the UK market. We supply big and small supermarkets, business-to-business and independent retailers in the United Kingdom, with additional locations in our own retail shops servicing private customers.

Our supply chain includes processors, factories and logistics providers across Eastern Europe, Germany and China. We know these regions may pose risks of modern slavery and human trafficking. We are dedicated to reducing these risks.

Our Policies

We have implemented the following policies to combat modern slavery and human trafficking:

1. Modern Slavery Policy: We have a zero-tolerance approach to modern slavery. This policy outlines our employees' and partners' duty to uphold this stance.
2. Whistleblowing Policy: We urge employees and partners to report any concerns about modern slavery and human trafficking.

Due Diligence and Risk Assessment

We have a due diligence process to find and reduce the risks of modern slavery in our supply chains.

1. Supplier Audits: We audit our suppliers regularly by keep close relationship and attending their sites on regular basis. This ensures they meet our labour and quality standards.
2. Risk Assessment: We assess risks to find high-risk areas in our supply chains. This involves analysing the geographical and sector-specific risks associated with modern slavery.

3. Supplier Onboarding: We are precise in choosing our suppliers as only the best known and well establish enterprises are deserve to be our supplier.

Training and Awareness

Education and awareness are key in the fight against modern slavery. To this end, we provide training for our employees on the following:

1. Recognising the Signs of Modern Slavery: Training to spot signs of modern slavery and human trafficking in our supply chains.
2. Reporting Mechanisms: Information on how to report any suspicions or incidents of modern slavery.

Our Progress and Goals

In the past year, we have made significant progress in our efforts to combat modern slavery:

1. We have increased the frequency and scope of our supplier audits. This has improved visibility into our supply chains.
2. Improved business processes: Our presents on suppliers' territory and involvement in the manufacturing was increased. This lows the risks and raises awareness of modern slavery issues.

Looking ahead, we aim to:

1. Expand Supplier Engagement: Work closer with more suppliers to help eliminate modern slavery around the world.
2. Work towards Increasing Transparency: Publish updates on our efforts to tackle modern slavery in our supply chains.
3. Continue to protect the rights of workers in our operations and the supply chains of goods and services provided to our business.

Conclusion

Monolith (UK) LTD is committed to preventing all forms of modern slavery and human trafficking. We will continue to take proactive steps to ensure that our business and supply chains are free from these human rights violations.

This report outlines the steps Monolith (UK) LTD has taken during the financial year ending 30 June 2024.

Based on the areas recommended by the Home office, we include disclosures on the following:

- Organisation structure and supply chains
- Policies in relation to slavery and human trafficking
- Due diligence processes
- Risk assessment and management



MONOLITH (UK) LTD

www.monolith-uk.com

- Training on modern slavery and trafficking

This Statement of Monolith (UK) LTD has been published in accordance with the Modern Slavery Act 2015 (the Act). This report and Statement has been signed by approved by the Evaldas Bernotavicius, CEO of Monolith (UK) LTD on 29 August 2024. It will be reviewed annually to reflect our commitment and progress.