



Modern Slavery Statement for Monolith (UK) LTD

The note from our people

As humans, we have a zero-tolerance approach to modern slavery and will take every step necessary to prevent it from happening.

As a business, we take full responsibility for the impact of our activities.

We commit to taking any measures necessary to eliminate slavery in any form in which it may exist.

Introduction

Monolith (UK) LTD values its people as its greatest asset. Our aim is to serve people by providing them the best of their national food, and we are committed to safeguarding human rights throughout this process.

This Statement presents our commitment to preventing modern slavery and human trafficking in our business and supply chains. It also outlines the actions we take to address modern slavery risks in line with the UK Modern Slavery Act 2015.

Our Business and Supply Chains

Monolith (UK) LTD is a leading importer and distributor of food products, primarily from Eastern European countries, to the UK market. We supply supermarkets, business-to-business customers, independent retailers, and we also operate our own retail shops chain serving private customers.

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

Our Policies

Our policies to combat modern slavery and human trafficking include:

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

Due Diligence and Risk Assessment

We have established due diligence processes to identify and reduce the risks of modern slavery in our supply chains.

1. *Supplier Audits:* We audit our suppliers regularly by maintaining close relationships and visiting their sites on a regular basis. This ensures they meet our labour and quality standards.
2. *Risk Assessment:* We assess risks to identify high-risk areas in our supply chains, analysing geographical and sector-specific risks associated with modern slavery.
3. *Supplier Onboarding:* We are selective in choosing our suppliers, working only with well-established and reputable enterprises.
4. *Supplier Engagement:* We provide support to help suppliers implement and maintain ethical labour practices.

Training and Awareness

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

1. *Recognising the Signs of Modern Slavery:* Training to help identify signs of modern slavery and human trafficking in our supply chains.



2. *Reporting Mechanisms*: Guidance on how to report any suspicions or incidents of modern slavery.

Key Performance Indicators

We measure the effectiveness of our actions using the following key performance indicators:

- Use of labour monitoring, right-to-work documentation, and payroll audits.
- Regular communication and personal contact with the next link in the supply chain to ensure understanding of, and compliance with, our expectations.
- Periodic review of supply chain documents and working practices to demonstrate ongoing commitment.

Our Progress and Goals

Progress in the past year:

- We have increased the frequency and scope of our audits, improving visibility into our supply chains.
- Our presence in suppliers' facilities and our involvement in manufacturing have increased, lowering risks and raising awareness of modern slavery issues.
- We have partnered with industry groups to share best practices and develop stronger strategies to combat modern slavery.

Future goals

- Expand supplier engagement to work more closely with partners worldwide in eliminating modern slavery.



- Increase transparency in our supply chains.
- Continue protecting the rights of workers within our operations and throughout 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 remain free from these human rights violations.

This report outlines the steps Monolith (UK) LTD has taken during the financial year ending 31 July 2025.

In line with guidance from the Home Office, this Statement includes disclosures on:

- Organisation structure and supply chains
- Policies in relation to slavery and human trafficking
- Due diligence processes
- Risk assessment and management
- Key performance indicators to measure effectiveness
- Training on modern slavery and human trafficking.

This Statement has been reviewed and approved by Evaldas Bernotavicius, CEO of Monolith (UK) LTD on 22 September 2025. It will be reviewed annually to reflect our continued commitment and progress.