

Modern Slavery Statement

This statement sets out LT Foods U.K. Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

Introduction

LT Foods U.K. Limited is one of the subsidiary companies of LT Foods Limited, India. LT Foods Limited is a global supplier of rice with its headquarters in India, and regional offices in Netherlands, USA, Middle East and UK.

As part of our culture of good governance and ethical business practices, LT Foods U.K. Limited operates to a set of core values which reflect our relationships with our principal stakeholder groups: customers, suppliers, employees and shareholders. We adopt best practice behavioral values for such business relationships. Core to this is our attitude to the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act 2015. We are committed to opposing modern slavery in all its forms. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings.

Our Commitments

We are committed to ensuring that there is no Modern Slavery or Human Trafficking in our supply chains or in any other part of our business. Our approach to anti-slavery reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking in not taking place anywhere in our supply chains.

We expect everyone working with us, or on our behalf, to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organization and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organization or supply chain is the responsibility of all those working for us, or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy. Our policy on whistle blowing encourages all Employees, Customers and other Business Partners to report any concerns related to the direct activities of the organization or its supply chain without fear of retaliation.
- We are committed to ensuring that employees are made aware of the policy via annual updates and at employee induction. LT Foods U.K. Limited will provide adequate and regular training on the issue of modern slavery, when available, so that all employees understand and comply with this policy.

- We endeavor to carry out our own recruitment activities and/or to only use reputable employment agencies to source labour and undertake appropriate background checks. Aligning with our risk-based approach we may seek affirmation of a potential Employee's right to work is carried out before any offer of employment is made.
- We take a risk-based approach to our contracting processes, our stakeholders, and our suppliers, and assess whether circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties.
- Consistent with our risk-based approach we may require:
 - Employment and recruitment agencies and other third parties supplying workers to our organization to confirm their compliance with this policy
 - Suppliers to ensure that all terms of employment are voluntary, and if required, we may request demonstration of compliance with this policy
 - Audits of suppliers, for their compliance with our Anti-Slavery Policy, where any risk of non-compliance is suspected.

Risk Assessment and Management

In order to assess the risk of modern slavery, we use the following processes:

- Engage with our suppliers both to convey to them our approach to anti-slavery and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses.
- Review the potential for risk including Supplier Approval Questionnaires which require Supplier Declarations relating to; Freely chosen employment i.e., not forced or bounded, safe & hygienic conditions, employment of children, wage rates in accordance with national laws, working hours in accordance with national laws, equality and policies measures they take with their suppliers.
- All our employees have an obligation to familiarise themselves with our company policies to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented.
- We conduct a robust recruitment process in line with UK legislation, including right to work document checks, contracts of employment and ensure that information provided is genuine and held securely and confidentially.
- Adherence to this forms part of all employees' obligations under their contract of employment. Supporting information and further guidance is contained within the Employee Handbook.
- We have a process for reporting slavery and human trafficking as detailed in our Whistle Blowing policy which includes a confidential channel for employees to report concerns in our business.

Other policies relating to the Modern Slavery Act-

- Code of Conduct
- Supplier Code of Conduct
- Whistleblowing Policy
- Recruitment and Employment Policy
- Grievance Procedure
- Human Rights Policy

Review

This policy is reviewed annually by the Board of LT Foods U.K. Limited to ensure effective systems and controls are in place to safeguard against any form of modern slavery taking place within our Business or Supply Chain. This statement is approved on behalf of the Board of Directors on **7th of May 2026** for the 2025-26 financial year ending on 31st March 2026.



Anmol Arora
Managing Director
LT Foods U.K. Limited