

Modern Slavery and Human Trafficking 2026 Statement

Introduction

This statement is made on behalf of the board of SARIA Ltd with regards to the Modern Slavery Act 2015 which requires large employers to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply Chain. The Act makes provisions about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims. In accordance with the Act, this statement articulates our policies and practices around recognising and preventing human trafficking and slavery in the global supply chain.

SARIA Ltd employs circa 1000 staff in a number of locations throughout the UK. Originally founded as Prosper De Mulder Limited in 1926; SARIA's UK operations have a market-leading presence in a wide range of sectors associated with the food chain. The Group's companies manufacture quality products for use in human and animal foodstuffs, agriculture, aquaculture, biomass to energy, and industrial applications. The company has a UK annual turnover approaching £250 million.

Statement of intention

We will take all reasonable measures to ensure that slavery and human trafficking is not taking place within our business through compliance with robust Recruitment procedures.

We encourage responsible business practices throughout our supply chain by only engaging with suppliers who approach and manage their business in an ethical, social and responsible manner in line with national legislation. SARIA Ltd will not knowingly engage with any suppliers that operate poor labour practices and we reserve the right to audit suppliers where we consider necessary.

Measures within SARIA

To prevent slavery and human trafficking within our workforce we have robust policies and procedures in place, which are accessible at all our sites, including the following:

- Recruitment Policy;
- Anti-Bribery & Corruption Policy;
- Equal Opportunities;
- Harassment & Bullying Policy;
- Young Workers & Work Experience Policy

SARIA operates a robust Recruitment Policy, which provides guidance on the employment of labour. The employment of direct labour involves advertising a role, short-listing against specified criteria, and a face-to-face interview.

The organisation only uses specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. This includes adhering to the guidelines as published by the Gangmasters and Labour Abuse Authority (GLAA) in respect of registered providers of temporary and permanent labour, where applicable.

Ascertaining the Right to Work in the UK is a compulsory check which is carried out before any worker, direct or agency, starts work with the organisation through the production of original documentation.

SARIA Ltd prides itself on being an ethical company, and follows the Rethmann Group Corporate Compliance policy, a copy of which can be found on our website.

Our Grievance Policy and Whistle-blowing Policy encourages all workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistle-blowing procedure is designed to make it easy for workers to make disclosures, without fear of reprisal. Employees, customers or others who have concerns can contact our HR Department anonymously if they have any concerns.

Measures within our supply chain

SARIA Ltd is a member of Sedex and works to the Ethical Trading Initiative (ETI) Ethical base code.

Sedex covers 4 main topics:

- Labour Standards
- Health & Safety
- The Environment
- Business Ethics,

Sedex describes itself as:

- A not for profit membership organisation dedicated to driving ethical improvements in global supply chains.
- A secure online platform for sharing and viewing information on labour standards, health and safety, the environment and business ethics.
- The largest collaborative platform for sharing ethical supply chain data.
- A truly global organisation with members in over 150 countries.
- Not a standard setting body, code of conduct or certification.

Our supply chain consists predominantly of Food Companies, many of which supply to large supermarkets, who have stringent rules regarding compliance. When embarking on a relationship with a potential new supplier we issue a Supplier Self-Assessment Questionnaire, which includes a question relating to their membership of Sedex and their own, and that of their

suppliers' supply chain, regarding their ethical trading practices. This is an area covered when visiting suppliers' premises to conduct a Supplier Audit. SARIA Ltd employs Audit & Accreditation personnel, who hold responsibility and appropriate certification for conducting supplier audits.

Child Remediation

We have a zero-tolerance approach to child labour in any part of our operations or supply chain. If an instance of child labour is identified, our immediate priority will be the safety and welfare of the child.

In such circumstances, we will:

- Remove the child from harmful work with immediate effect.
- Work with the supplier, family, and relevant child protection agencies to ensure the child is safeguarded.
- Where possible, support access to appropriate education and, if suitable, safe and legal employment for adult family members to mitigate financial hardship.
- Review and, where necessary, terminate business relationships with suppliers who fail to take corrective action.

We are committed to ensuring that remediation is carried out responsibly and in the child's best interests, preventing recurrence and protecting vulnerable individuals across our supply chain.

Communication / Raising awareness

A copy of this Policy Statement has been displayed on all site notice-boards, as well as being sent to all managers. In addition posters have been displayed to raise awareness, providing details of where help can be sought.

Training is provided as required.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes SARIA Ltd Slavery and Human Trafficking Statement for the financial year commencing ***1st January 2026 and ending 31st December 2026***.

Should the Company feel that the outcome of future political or legislative changes results in the requirement to review our internal procedures in relation to Human Trafficking and Modern Slavery or other associated or aforementioned policies, an interim review will be undertaken.



Thomas Versterre
Chief Executive Officer
SARIA Ltd