

Rondanini UK Ltd. Modern Slavery Statement

April to December 2025

Note:

This statement covers the period from April 2025 to December 2025. It relates to a shortened reporting period, serving as a transitional bridge while the Company aligns its modern slavery reporting to a January to December financial year.

The next full annual statement will be published in 2027 and will cover the period from January 2026 to December 2026.

Published in accordance with Section 54 of the Modern Slavery Act 2015, this statement outlines the actions taken by Rondanini during the nine-month reporting period to prevent modern slavery and human trafficking within our operations and supply chains.

Our commitment

At Rondanini, we have a zero-tolerance approach to modern slavery. That means no forced labour, no exploitation, and no trafficking, anywhere in our business or extended supply network.

We're committed to acting ethically, supporting human rights, and continuously improving our systems to identify and address risk.

About Rondanini.

We're part of the Vita Food Group, supplying high-quality fine foods to leading UK businesses. As an importer, we understand our responsibility to uphold ethical labour standards throughout our UK sites and supply chain.

Our ethical policies

We've embedded a number of internal policies to safeguard against modern slavery:

- Recruitment Policy
- Child Labour and Young Workers Policy
- Whistleblowing Policy
- Equal Opportunities Policy
- Health & Safety Policy
- Code of Business Conduct
- Dignity at Work Policy
- Disciplinary Policy

- Grievance Policy

Identifying and managing risk

To monitor and mitigate risks in our supply chain, especially in high-risk areas:

- High-risk suppliers must be SEDEX-registered or complete a thorough ethical assessment
- Our technical teams audit sites where seasonal workers are used
- We only partner with GLAA-licensed agencies for regulated roles
- Third-party hauliers and storage providers are expected to complete an ethical assessment as part of the supplier audit questionnaire

To support early intervention, awareness, and to mitigate risk in our own operation:

- Whistleblowing channels are clearly communicated across all sites, both digitally through our HR system and via physical displays in workplace areas.
- The HR Department have up-to-date training in modern slavery through “Stronger Together”.
- All employee right-to-work documentation are checked by a trained manager or someone from the HR department.
- Policies and procedures are available to all employees, at all times, via our HR platform.

Actions taken in 2025

During this financial year, we have strengthened our modern slavery risk management by implementing several targeted improvements:

- Approved a new HR structure, providing more focused support to higher-risk areas of the business, including our manufacturing and warehousing sites. The restructure strengthens employee relations support and onboarding administration, ensuring greater focus on workforce engagement, compliance, and employee experience.
- Implemented regular 1-2-1 meetings between HR and Rondanini managers to build capability around people-related issues such as onboarding, investigations, disciplinaries, grievances, etc.
- Signed off a budget for 2026 focused on manager training within our operations, provided by an external provider, covering:
 - Recruitment and Selection
 - Onboarding and Probation

- Performance Management
- Managing Conduct
- Sickness Absence Management
- Grievance and Harassment Management
- Ending the Employment Relationship

Measuring our impact

We track effectiveness through reporting channels and operational oversight. This year:

- We received zero reports of modern slavery or human trafficking.

This statement was reviewed and approved by the Board of Directors.



Adrian De Vito

Managing Director

Rondanini UK Ltd.

10th June 2026