



Regal Food Products Group Plc

## **Modern Slavery Statement**

## Introduction

This statement is made pursuant to the Modern Slavery Act 2015 (the “Act”) and outlines the actions taken by Regal Food Products Group Plc, including its subsidiaries and affiliated companies, to prevent modern slavery and human trafficking in our business operations and supply chains.

Modern slavery is a serious crime and a violation of fundamental human rights. It encompasses slavery, servitude, forced or compulsory labour, and human trafficking. All of these forms involve the exploitation of individuals through coercion or control for personal or commercial gain.

At Regal Food Products Group, we are fully committed to conducting business ethically, transparently, and with integrity. We actively implement systems and controls designed to prevent any occurrence of modern slavery within our organisation or supply network.

## Our Ethical Commitment

We are dedicated to upholding the highest ethical standards across all areas of our business. This includes promoting a culture based on respect, integrity, and accountability. Our approach to preventing modern slavery is grounded in proactive risk identification, mitigation strategies, and continuous improvement. Key pillars of our ethical practices include:

1. *Fair Labour Practices*

We ensure that all employees are treated fairly, work in safe conditions, are paid appropriate wages, and have the right to collective bargaining.

2. *Supplier Due Diligence*

All suppliers undergo stringent evaluations to ensure compliance with anti-slavery laws and ethical labour standards.

3. *Training and Awareness*

We provide regular training to employees and key partners to raise awareness about modern slavery and how to identify and address potential risks.

4. *Reporting and Whistleblowing Mechanisms*

Clear, confidential channels are in place for employees, suppliers, and stakeholders to report concerns or suspected breaches without fear of retaliation.

5. *Ongoing Review and Improvement*

Our policies and procedures are reviewed regularly to address emerging risks, align with evolving legislation, and strengthen our commitment to ethical practices.

By embedding these principles throughout our operations, we aim to make a positive contribution to society and lead by example in our industry. For us, ethical conduct goes beyond compliance, it's about doing the right thing.

## Supply Chain Transparency

We are committed to full transparency in how we manage modern slavery risks within our supply chains. In line with our obligations under the Act, we expect all suppliers, contractors, and business partners to uphold the same high standards.

Our supplier contracts explicitly prohibit the use of forced, bonded, trafficked, or child labour. We also require that our suppliers ensure the same standards are met throughout their own supply chains.

### **Roles and Responsibilities**

The Board of Directors holds overall responsibility for ensuring this policy complies with both legal requirements and company values. Day-to-day implementation and oversight are managed by the Compliance Team, which is responsible for:

- Ensuring policy effectiveness
- Responding to queries and concerns
- Conducting audits and internal reviews

### **Training and Awareness**

All new employees receive training on this policy as part of their induction. Ongoing training is provided where necessary to reinforce understanding of modern slavery risks within our operations and supply chains.

Our zero-tolerance approach to modern slavery is communicated to all suppliers and partners at the outset of our business relationships and reinforced on an ongoing basis.

### **Compliance and Enforcement**

Compliance with this policy is mandatory for all employees, contractors, and business partners. Any breach of this policy will be treated seriously and may result in disciplinary action, including dismissal or termination of contracts.

### **Conclusion**

Regal Food Products Group Plc remains firmly committed to the elimination of modern slavery in all its forms. Through continued vigilance, transparent practices, and strong governance, we will work to ensure that our business and those we work with operate responsibly and ethically.



Signed and approved on 20 June 2025

Younis Chaudhry

Chief Executive Officer