



MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced or compulsory labour, and human trafficking, all of which involve the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Raj Foods Ltd ("the Company") has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

This policy supports our commitment to compliance with the Modern Slavery Act 2015.

OUR BUSINESS AND SUPPLY CHAINS

Raj Foods Ltd operates within the food sector and works with a range of suppliers, contractors, and business partners. Our supply chains may include third-party manufacturers, logistics providers, labour providers, and raw material suppliers.

We recognise that certain parts of supply chains can present a higher risk of modern slavery and are committed to identifying, assessing, and mitigating those risks.

POLICIES AND COMMITMENTS

We are committed to:

- Acting ethically and responsibly in all business relationships
- Preventing modern slavery and human trafficking in our operations and supply chains
- Maintaining transparent and accountable supply chain practices

This policy applies to all persons working for or on behalf of the Company in any capacity, including employees, directors, officers, agency workers, contractors, consultants, suppliers, and business partners. This policy does not form part of any employee's contract of employment and may be amended at any time.

ROLES AND RESPONSIBILITIES

- The Company Directors have overall responsibility for ensuring compliance with this policy and the Modern Slavery Act 2015.
- Management is responsible for implementing this policy, monitoring its effectiveness, and ensuring relevant training is delivered.
- All employees and workers are responsible for complying with this policy and reporting concerns.



RISK ASSESSMENT AND DUE DILIGENCE

We take a risk-based approach to managing modern slavery risks by:

- Assessing areas of our business and supply chains where risks may be higher
- Conducting appropriate due diligence on new and existing suppliers
- Including anti-slavery and human trafficking clauses in supplier contracts
- Reserving the right to audit suppliers and request evidence of compliance

Suppliers are expected to uphold the same standards and ensure their own supply chains comply with this policy.

TRAINING AND AWARENESS

Training on modern slavery risks and this policy forms part of the induction process for all employees. Ongoing training and awareness updates will be provided as appropriate.

Our zero-tolerance approach is communicated to suppliers and business partners at the start of the relationship and reinforced thereafter.

REPORTING CONCERNS AND WHISTLEBLOWING

All employees, workers, and business partners are encouraged to raise concerns about any suspected modern slavery or human trafficking at the earliest possible stage.

Concerns should be reported to:

- A line manager, or
- A Company Director

Reports may also be made under the Company's Whistleblowing Procedure, where applicable.

We encourage openness and will support anyone who raises genuine concerns in good faith. No one will suffer detrimental treatment as a result of reporting concerns.

REMEDiation AND BREACHES

If modern slavery or human trafficking is identified:

- Immediate action will be taken to protect affected individuals where possible
- Appropriate corrective actions will be required from suppliers
- Serious or repeated breaches may result in termination of contracts

Employees who breach this policy may face disciplinary action, up to and including dismissal.



MONITORING AND EFFECTIVENESS

We monitor the effectiveness of this policy through:

- Training completion rates
- Supplier compliance checks
- Review of reported concerns and actions taken

This policy will be reviewed annually and updated as necessary.

APPROVAL

This policy is approved by the Directors of Raj Foods Ltd and will be reviewed annually.
Signed:

Rajendra Radia
Managing Director
Raj Foods Ltd
Date: 12.12.2025