

## Modern Slavery Statement

**For the financial year ending 3 January 2026**  
**Muntons plc**

### 1.0 INTRODUCTION

Muntons has been producing malt and malted ingredients for over a century and remains a significant international supplier to the food and drinks industry. As required under the Modern Slavery Act 2015, this statement sets out the steps taken during the financial year ending 3 January 2026 to ensure that slavery and human trafficking are not taking place within our operations or in any part of our supply chain.

Our long-standing commitment to sustainability, ethical trading and responsible business continues to guide our approach. We work closely with suppliers and stakeholders to minimise environmental impact, support ethical sourcing and create strong, long-term relationships throughout our supply chain.

### 2.0 WHAT IS MODERN SLAVERY?

Modern slavery is a global crime affecting millions of people. It includes slavery, servitude, forced or compulsory labour, and human trafficking. These abuses occur across many sectors worldwide, including agriculture, construction, manufacturing, retail and hospitality

### 3.0 EMPLOYMENT PRACTICES

#### 3.1 Compliance with Employment Legislation

Muntons plc and its group companies operate fully in compliance with employment legislation in all countries in which we conduct business. Employment terms and conditions are transparent and clearly communicated through formal documentation.

#### 3.2 Our Commitments

We reconfirm that:

- All workers are employed freely and voluntarily.
- Workers may terminate employment with reasonable notice.
- No recruitment fees are charged, and we do not retain identity or travel documents.
- All workers receive formal employment documentation detailing wages, hours and conditions.
- Fair and humane disciplinary procedures are in place.
- Our Equal Opportunities Policy prohibits discrimination on any protected grounds.
- All workers are paid at least the minimum wage relevant to their jurisdiction, with clear wage documentation.
- Working hours are pre-agreed, and overtime is voluntary.
- Workers have freedom of movement at all times.
- Our employee handbook, grievance procedures and performance management processes support a respectful and transparent working environment.

### 3.3 Whistleblowing

Employees continue to have access to an independent, confidential whistleblowing service.

### 3.4 Governance

Our Human rights strategy is led by the Chief People Officer and Head of Procurement, with oversight from the Managing Director.

## 4.0 SUPPLY CHAIN RELATIONSHIPS

### 4.1 Ethical Standards

Muntons engages only with suppliers who meet our ethical standards. We work proactively with suppliers to ensure transparency and support continuous improvement.

### 4.2 Long-term Partnerships

We prioritise long-term relationships with key first-tier suppliers who align with our operational values and ethical expectations.

### 4.3 Due Diligence

Our procurement due diligence requires suppliers to demonstrate their commitment to ethical trading, manage their own supply chains responsibly, and sign our Supplier Code of Conduct, based on internationally recognised standards including the ILO and UN Universal Declaration of Human Rights.

### 4.4 Zero Tolerance

We will not source from suppliers who fail to meet legal or ethical minimum standards. If non-compliance is identified, corrective action will be required. Where adequate improvement is not possible, we will terminate the relationship—even where short-term disruption may result.

## 5.0 SUPPLIER ETHICAL DATA EXCHANGE (SEDEX)

Muntons remains a member of SEDEX and continues to be audited under the SMETA four-pillar standard. This audit covers Labour and Welfare, Health and Safety, Environment and Business Ethics. We maintain a two-year audit cycle to ensure ongoing compliance. Audit data available to SEDEX members under company code: ZC1030811.

## 6.0 PREVENTING MODERN SLAVERY – MITIGATING THE RISKS

During FY2025 our prevention activities remained consistent with the previous year, with ongoing focus on the following key areas:

- **Training:** Continued training for employees involved in procurement, HR and supply chain management, covering ethical procurement and modern slavery awareness.
- **Supplier engagement:** All key suppliers receive our Modern Slavery Statement and Supplier Code of Conduct.
- **Risk assessment:** Work continued to identify higher-risk suppliers and assess their ability to detect and mitigate modern slavery risk.
- **Investigations:** Any concerns raised are investigated promptly, with remedial actions implemented where required.

These steps align with Home Office expectations that businesses demonstrate meaningful action to prevent modern slavery within their operations and supply chains.

## 7.0 REVIEW OF OUR PRACTICES

This statement will continue to be reviewed annually, in line with the requirement to publish a statement for each financial year.

## 8.0 APPROVAL AND SIGNATURE

I confirm that this statement for the financial year ending 3 January 2026 has been approved by the Board of Muntons plc.

Signed: ..........  
Director  
Muntons plc

Date: 8 April 2026