NORAC FOODS UK

Modern Slavery and Human Trafficking Statement



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norac foods uk

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which involve the exploitation of individuals through the deprivation of their liberty for personal or commercial gain.

Norac Foods UK Ltd is committed to conducting business ethically and with integrity and to implementing effective systems and controls to reduce the risk of modern slavery and human trafficking in our operations and supply chains.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Norac Foods UK Ltd during the financial year ended 31 December 2025 to address the risks of modern slavery and human trafficking in its business and supply chains.



Board approval date:
01 June 2026

Blerina Essen

CEO

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1. Our Organisation

Norac Foods UK Ltd is part of an international food manufacturing group with operations in Europe and the Americas.

The wider Norac Group operates internationally across Europe and the Americas. The ground employs approximately 6000 people who operate across 27 sites.

Norac Foods UK Ltd operates within the United Kingdom and is responsible for supplying bakery products to UK retailers and wholesalers.

2. Our Business

Norac Foods UK Ltd supplies continental bakery products to supermarket retailers and wholesalers within the United Kingdom.

Our activities include:

- Sales and distribution
- Supplier management
- Logistics coordination
- Customer support

3. Our Supply Chains

Our supply chain consists primarily of suppliers based in Europe who provide finished products, logistics services and business support services.

We work with a number of key suppliers.Supplier categories include:

- Food manufacturers
- Packaging providers
- Transport and logistics providers
- Professional service providers

We recognise that modern slavery risks can exist within global food manufacturing and agricultural supply chains, particularly where temporary or seasonal labour may be used.

We expect all suppliers to operate in accordance with applicable laws and ethical labour standards and to hold their own suppliers to similar standards.

4. Policies

Norac Foods UK Ltd maintains policies and procedures that support ethical business conduct, responsible employment practices and the identification and reporting of concerns relevant to modern slavery risk.

These include:

- Ethical business conduct requirements
- Supplier standards and contractual requirements, where applicable
- Whistleblowing procedures
- Recruitment practices aligned with employment law
- Where applicable, supplier terms and standards are expected to address matters including:
    - Forced labour
    - Human trafficking

- Child labour
- Exploitative working conditions

We expect suppliers to comply with applicable labour laws and regulations and to maintain appropriate employment and labour standards.

5. Due Diligence

Our supplier approval and ongoing supplier-management processes support our approach to identifying and managing modern slavery risk within our business and supply chains.

These include:

- Review of suppliers during onboarding
- Contractual and supplier requirements relating to ethical standards, where applicableOngoing supplier relationships and monitoring
- Whistleblowing arrangements for reporting concerns

Employees are encouraged to raise concerns through the appropriate internal reporting and whistleblowing channels.Any concerns relating to suspected modern slavery or human trafficking will be treated seriously and escalated for appropriate investigation.

6. Risk Assessment and Management

Norac Foods UK Ltd assesses modern slavery risk based on:

- Geographic location of suppliers
- Industry sector risk

- Nature of services provided
- Use of temporary or agency labour

We recognise that the level of risk varies across our supply chain, with potentially higher exposure in labour-intensive activities, agricultural supply chains, logistics and areas where temporary, seasonal, migrant or agency labour may be used.

We continue to review risks periodically and update our controls where appropriate.

7. Measuring Effectiveness

We review the effectiveness of our approach to modern slavery through:

- Review of supplier relationships
- Reviewing supplier relationships and relevant supplier requirements
- Reviewing awareness and training needs for relevant employees
- Monitoring and reviewing concerns raised through appropriate reporting channels

Where areas for improvement are identified, appropriate actions are taken.

8. Training

Norac Foods UK Ltd recognises the importance of appropriate modern slavery awareness for employees whose roles involve supplier management, recruitment or other potentially higher-risk activities.

Relevant awareness and training should include:

- Understanding modern slavery risks
- Recognising warning signs
- Reporting concerns

We will continue to review the level of awareness and training appropriate to the nature of our business and identified supply-chain risks.

9. Continuous Improvement

Norac Foods UK Ltd is committed to continually improving its approach to preventing modern slavery.

Our ongoing areas of focus include:

- Reviewing supplier arrangements and identified areas of risk
- Maintaining and strengthening appropriate supplier standards and contractual requirements
- Continuing to develop appropriate reporting and escalation procedures

Further priorities include:

- Continued review of supplier risks
- Ongoing staff awareness
- Improvement of due diligence processes

10. Human Rights Concern Reporting

We provide a dedicated reporting mechanism for external stakeholders to raise concerns regarding potential or actual human rights violations within our business or supply chain. This includes concerns relating to modern slavery, forced labour, human trafficking, child labour, exploitation, discrimination, unsafe working conditions or other human rights issues. Reports should be made in good faith and with as much relevant information as possible. The reporting form can be accessed below and enables us to assess concerns, investigate where appropriate and take action to prevent or address any identified adverse impacts.

Human Rights & Supply Chain Concern Report – Fill in form

This statement was approved by the Board of Directors of Norac Foods UK Limited on 01 June2026 and signed on its behalf by the CEO. It relates to the financial year ended 31 December 2025.

Change Log

Date	Detail of Change	Initial
March 26	Version 2 published	DB
June 26	Stakeholder reporting added.	DB
Nov 26	Blerina's role changed to CEO	DB