



MODERN SLAVERY STATEMENT 2025

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Solina to address modern slavery and human trafficking in our business and supply chains during the financial year ended 31st December 2025

Making food matter means doing business responsibly

At Solina, making food matter means creating great food solutions while acting responsibly and treating people with dignity and respect.

Our business relies on trusted relationships across our operations and supply chain. Together with colleagues, suppliers and partners, we work to identify, prevent, mitigate and address modern slavery and labour exploitation risks.

We recognise that human rights risks can be complex and difficult to identify, particularly across global food supply chains. That is why collaboration, transparency and effective due diligence are important, both within our own business and with our suppliers and wider industry partners.

During the past year, we have continued to strengthen our approach to human rights and responsible sourcing. We have made progress, but we recognise there is more to do. Over the coming year, we will build on these foundations by increasing awareness, strengthening due diligence and developing greater capability across our UK businesses.

This statement outlines the actions taken and our priorities for continued improvement.



Lorraine Muller

**Managing Director
UK & Ireland, 20th May 2026**

This statement has been approved by
the Solina Board of Directors on 20th
May 2026

Regional presence Global scale



Capabilities across our network

Dry production

Liquid production

Dry-liquid production

Coating production

Vegetables production

58 facilities across 21 countries,
helping us stay **close to customers,**
markets and **production realities.**

Our business & supply chain

Business

1.7 B€ revenue
generated in 2025

**£200m combined
annual turnover in
the UK**

Supply Chain

We source raw materials, ingredients, and packaging from a global network of suppliers spanning more than **25 countries**. Our supply chain extends from agricultural production and raw material processing through manufacturing, packaging, and distribution, enabling us to serve customers across the food industry.

People

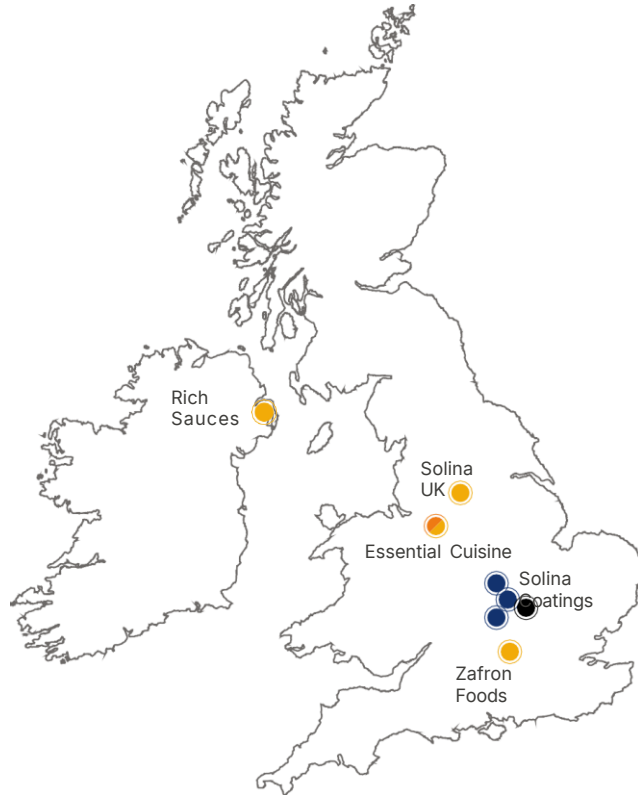
+ 5,000 people
across the group
700+ people in the
UK in Cheshire, West
Yorkshire,
Hertfordshire,
Bedfordshire and
Newtownards

Risks

Modern slavery risks can arise from raw materials and processing, through labour provision and logistics, to manufacturing. We consider both our own workforce and our supply chain.

Solina UK Trading Limited, Essential Cuisine Limited, Solina Coatings UK Limited (formerly known as Bowman Ingredients Limited), Knysna (NI) Ltd T/A Rich Sauces and Zafron Foods Limited are manufacturers of mayonnaises, sauces, gravies, bouillons and cereal-based food coating systems. These UK based businesses are owned by Solina Group, headquartered in France. Solina Group is a leading producer of savoury solutions for the food industry, with expertise in seasoning, wet sauces, plant-based applications, and functional meat solutions in UK, mainland Europe, North America and Canada.

Locations in the UK



- Dry / liquid production facility
- Liquid production facility
- Coating production facility
- Office

This statements covers:

Solina UK,
Elland, West Yorkshire

Essential Cuisine,
Winsford, Cheshire

Solina Coatings UK,
Biggleswade, Bedfordshire
Hitchin, Hertfordshire
Bedford, Bedfordshire

Zafron Foods,
Mitcham, South London

Rich Sauces,
Newtownards, NI

Solina in the UK



Coating systems

- Breaders & Tempuras
- Breadcrumb
- Binders / rusk
- Clear Coatings
- Gluten Free

Sauces

- Ambient, Chilled & Frozen
- Dressings & Dips
- Mayonnaise
- Gravy

Culinary Bases

- Stocks
- Curry Bases
- Pastes



Plant-Based Solutions

- Chargrilled vegetables
- Roasted vegetables
- Blanched vegetables
- Meat & veg hybrid – 40% veg mix
- Grain mixes

Cooked Onions

- Diced
- Pickled
- Sautéed
- Caramelized

Dry Mixes

- Seasonings
- Marinades, Brines, Rubs & Glazes

Our policies relating to slavery and human trafficking



Responsible Recruitment & Labour Providers

We recognise that recruitment practices, particularly where temporary, agency or migrant labour is used, can present an increased risk of labour exploitation. We are committed to responsible recruitment practices and expect labour providers working with Solina to operate legally, ethically and transparently. Our controls are designed to help protect workers from exploitation. We also seek to ensure that colleagues understand their employment arrangements and know how to raise a concern if something does not feel right.

Supplier Code of Conduct

The Solina Supplier Code of Conduct sets out the principles and standards we expect suppliers to uphold, including respect for human rights, fair working conditions and the prevention of forced labour, child labour and other forms of exploitation. It provides an important foundation for communicating our expectations on responsible and ethical business practices throughout our supply chain.

Code of Ethics & Business Conduct

Our Code of Ethics & Business Conduct reflects Solina's commitment to acting ethically and with integrity in all our business activities and relationships. It supports our approach to preventing and identifying human rights abuses, including human trafficking and other forms of modern slavery, and reinforces the responsibility of our colleagues to raise concerns where something does not appear right.

Speak Up & Whistleblowing

Creating an environment where people feel able to speak up is an important part of identifying potential exploitation. Solina encourages colleagues to raise concerns about unethical conduct, inappropriate working practices, suspected exploitation or potential human rights abuses. Our whistleblowing arrangements provide a route for concerns to be raised confidentially and escalated for appropriate review and investigation.

Due diligence

APPROVE

Supplier and labour-provider onboarding

Relevant suppliers and labour providers are subject to approval processes before engagement. We communicate our expectations on ethical conduct, human rights and responsible employment through our policies and Supplier Code of Conduct.

ASSESS

Understand and prioritise risk

We use available information to identify and assess potential human-rights and modern-slavery risks. This may include supplier information, self-assessment questionnaires, country and commodity risk, and information available through Sedex and/or EcoVadis. This allows us to focus additional due diligence where the potential risk is greater.

VERIFY

Look beyond the assessment

Where potential risks or concerns are identified, further due diligence may be undertaken. Depending on the circumstances, this may include reviewing supporting information, engaging directly with the supplier or labour provider, or undertaking an audit or further assessment. Our approach is intended to be risk-based, directing greater scrutiny towards higher-risk areas.

ACT

Correct, escalate & remediate

Where concerns or non-conformances are identified, we expect appropriate corrective action and monitor progress towards resolution. Serious concerns may require escalation, further investigation or engagement with relevant third parties. Where people may be at risk, our approach should prioritise their safety and welfare alongside appropriate remediation.

Our approach is risk-based, not simply compliance-based. We aim to understand where the greatest potential risks to people exist, apply proportionate due diligence and work with suppliers, labour providers and other partners to address concerns and continuously strengthen standards.

Risk assessment & management

100%

of sites reported as completing a Human Rights risk assessment

Building on established controls

We recognise that modern slavery risk can arise throughout the value chain — from where raw materials are grown or produced through to the people manufacturing our products. Our approach combines supplier information, assurance activity, labour-provider controls and worker voice to identify where additional scrutiny may be required.

SUPPLY CHAIN RISK

Sedex, supplier information and our supplier audit procedures help us identify where risk may be higher. Depending on the assessment, further due diligence may include self-assessment questionnaires, Sedex information, SMETA or third-party audits, and Solina audits or supplier site visits.

LABOUR & RECRUITMENT RISK

We expect labour providers to understand their frontline role in preventing exploitation and to operate robust, responsible recruitment practices. Relevant labour providers are GLAA licensed and licences are checked annually. We carry out temporary labour provider audits and have robust action plans to close any concerns identified through the process.

SPEAK UP & WORKER PROTECTION

Your Voice Matters provides an independently operated online and telephone reporting route, including anonymous reporting. Solina supports people who raise genuine concerns in good faith and expects suspected exploitation or modern slavery concerns to be appropriately reviewed and escalated.

Our risk-based approach

IDENTIFY

Sedex • SAQs • supplier information • Human Rights risk assessments



VERIFY

SMETA • third-party audit • Solina audit/site visit • labour-provider checks



RESPOND

investigation • corrective action • escalation • remediation

Training & awareness

During 2025, Solina continued to build awareness of ethical business conduct and human rights through its Code of Ethics & Business Conduct, sustainability programme, Human Rights risk assessment work and established speak-up channels.

Ethics and sustainability learning

Solina provides wider People & Culture learning and will build more specific modern slavery and responsible-recruitment awareness.

Our colleagues and supplier partners play a major role in helping us to identify and prevent modern slavery in our supply chain and workplace.

Modern Slavery

All Solina employees receive information on Modern Slavery at induction

Modern Slavery posters are available across all sites and in different languages

Suppliers are expected to be SEDEX members

Recruitment process captures potential exploitation at the recruitment stage

Roles closest to risk

Priority audiences include relevant People, Procurement, Technical/Compliance and operational colleagues

Temporary Labour Providers are expected to comply with ethical standards

Measuring effectiveness

During 2025 we continued to monitor our approach through existing controls and assurance activity. Building on this, we have identified a clearer set of measures that will help us monitor progress and report more transparently in our next statement.

01

TRAINING

Completion of agreed awareness and targeted training

02

LABOUR PROVIDERS

Annual risk review of active UK labour providers

03

SUPPLY CHAIN

High risk supplier assessments and corrective actions tracked

04

WORKER VOICE

Awareness and accessibility of speaking up routes, corrective action plans

Our priorities for 2026/27

Area	Commitment
Stronger Together	Engage with Stronger Together, complete a gap assessment and work towards the appropriate Business Partner level
Improvements	Action plan developed from Stronger Together implementations checklist
Resource	Dedicated resource to drive ethical strategy
Structure	Appropriate structure defined to take on ethical responsibilities
Training	Clear structure on which roles require what training
Performance Indicator (KPI)	Continue to review KPI in conjunction with the Modern Slavery Act 2015
Ethical Supplier Audits	Ethical visits involving audits to be carried out on high-risk suppliers, growers and manufactures and key findings and corrective actions closed off effectively
Modern Slavery Champions	Introduction of modern slavery champions across all sites
Ethical strategy	Design ethical strategy to cover Solina approach towards modern slavery in the UK and Ireland

