

2021 Modern Slavery and Human Trafficking Statement of Mizkan Euro

1. The organisation structure, business, and supply chain of Mizkan Euro

Mizkan Euro Ltd., Mizkan Euro Partners Limited. and Mizkan Euro Holdings Limited., (together “Mizkan Euro”) are the European subsidiaries of the Mizkan Group, a family-owned, Japanese business started in 1804. Mizkan Group is the number one sushi-seasoning supplier in the world. Headed by Kazuhide Nakano, Mizkan Group is a global business with over 210 years of experience in producing high quality food products. Mizkan Euro have continued this worldwide trend of producing high quality food products by recently adding UK number one brands, Branston Pickle, Haywards Pickled Vegetables and Sarson’s Vinegar to its portfolio as part of its growth plan, cementing its position as chutneys, relishes, pickled vegetables, and vinegar category experts in Europe.

Mizkan Euro produces all its finished products at its UK based manufacturing sites (with one exception). Mizkan Euro sources its raw materials and packaging from many regions around the world, the majority of which are sourced from within Europe.

2. Mizkan Euro’s Rule on slavery and human trafficking

Mizkan Euro is committed to ensuring that there is transparency in its operations, in its approach to modern slavery throughout its business and its supply chain and to ensuring that there is no modern slavery or human trafficking in its business or its supply chain.

Mizkan Euro’s Anti-Modern Slavery and Human Trafficking Rule is in line with the Modern Slavery Act 2015 and reflects its commitment to acting ethically and with integrity in all its business relationships. Mizkan Euro is continuously developing, implementing, and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere in its business and its supply chain. The Rule includes a Modern Slavery Test under the Modern Slavery Act 2015, which is designed to assist in identifying situations in which modern slavery may be present.

3. Mizkan Euro's due diligence processes for modern slavery and human trafficking

Mizkan Euro expects the same high standards as it applies to its own operations, from all of its contractors, suppliers and other business partners and expects that they hold their own supply chain to the same high standards. Mizkan Euro will from time to time seek assurance from its business partners that these standards are in place.

Mizkan Euro's food supply chain is moderately complex with, in some cases, a varying number of suppliers between Mizkan Euro and its sources of raw materials. Mizkan Euro therefore applies a supplier due diligence approach which takes into account the breadth, depth and interconnectedness of the food supply chain whilst maintaining its focus on transparency and assurance.

The issues of modern slavery and human trafficking are an integral part of this supplier due diligence process (along with areas such as food quality and safety, unethical practices, child labour and environmental requirements).

The application of Mizkan Euro's supplier due diligence requirements and the extent of the due diligence is driven by a risk-based process focused on the location of the manufacturing site of a supplier and the sector in which the supplier operates. Supplier due diligence follows a tiered approach for both new and existing suppliers. Depending on its risk assessment of the manufacturer's operations, Mizkan Euro may use MSA statements, self-assessment questionnaires, SEDEX registrations, SMETA and/or third-party audits, or audits by a Mizkan Euro controlled audit team, which may include visits to suppliers and their manufacturing sites.

Concerns about slavery and/or human trafficking identified through the due diligence process are shared with the relevant supplier who is given the opportunity to provide Mizkan Euro with an improvement plan. Persistent failure to improve the situation leads to an end of the relationship with such supplier.

4. Training and education

To ensure the necessary understanding of the risks of modern slavery and human trafficking in Mizkan Euro's business and supply chain, the HR Department creates appropriate awareness and understanding amongst staff and arranges where necessary further training.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Mizkan Euro took during the financial year ending 28 February 2021.

This statement was approved by the Board of Directors on 29th July 2021.

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Hiroshi Sasaoka, Director and CEO of Mizkan Euro Ltd. (3rd August 2021)

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Hiroshi Sasaoka, Director and CEO of Mizkan Euro Partners Limited (3rd August 2021)



Tomoyuki Isshiki, Secretary of Mizkan Euro Holdings Limited (3rd August 2021)