

2026 Modern Slavery and Human Trafficking Statement of Mizkan Euro

1. Introduction

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 (the “**Act**”). It covers all Mizkan Group companies that have a demonstrable presence in the UK including but not limited to Mizkan Euro Ltd., Mizkan Euro Partners Limited and Mizkan Euro Holdings Limited (collectively, “Mizkan Euro”). It outlines the measures that Mizkan Euro has taken to reduce the risk of modern slavery or human trafficking within its organisation as well as in its supply chain, during the financial year from 1 March 2025 to 28 February 2026.

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

Mizkan Euro comprises the European subsidiaries of the Mizkan Group, a family-owned, Japanese business which started in 1804. The Mizkan Group is headquartered in Japan, and the parent company of the Mizkan Group is Mizkan Holdings Co., Ltd. The Mizkan Group is the number one sushi-seasoning supplier in the world. Headed by Miwa Nakano, the Mizkan Group is a global business with over 220 years of experience in producing high quality food products. Mizkan Euro has grown into a global organisation, having acquired iconic UK brands, including Branston, Sarson’s and Haywards. This has advanced its portfolio as part of its growth plan in the UK and Europe, cementing its position as pickled vegetables and vinegar category experts.

Mizkan Euro currently has 2 production sites in the UK, where many of its finished products are produced. A minority of its products are manufactured by third party suppliers. These third-party suppliers are taken on board only after Mizkan Euro is satisfied through its audit(s) of the facilities and manufacturing processes. Mizkan Euro sources its raw ingredients and packaging materials from around the world, although the majority comes from within the UK and EU. Mizkan Euro maintains a comprehensive list of all of its suppliers, its location (including manufacturing sites), and conducts supplier audits based on a risk-based approach.

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

Mizkan Euro is committed to maintaining and improving the processes and systems used to identify and tackle issues relating to modern slavery throughout its business, and to

ensuring that there is no modern slavery or human trafficking in its business or its supply chain around the world.

Mizkan Euro abides by its Anti-Modern Slavery and Human Trafficking Rule which is an internal corporate policy, aligned with the Act 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 do not take place anywhere in its business and within its supply chain.

The Mizkan Group Human Rights Policy upholds our respect for the human rights of all Mizkan Group employees, in line with international standards of conduct such as the United Nations Guiding Principles on Business and Human Rights and the International Bill of Human Rights and the International Labour Organization (ILO) Declaration. These policies and procedures apply to all staff working within the Mizkan Group regardless of their role or seniority.

The Mizkan Group also sets out in the Procurement section of the “Mizkan Group Procedure”, that compliance with anti-modern slavery and human trafficking laws and regulations is vital. The policies and procedures are monitored and updated from time to time, to ensure that they are aligned with the current Mizkan Group business and environment.

Externally, Mizkan Euro has finalised and issued its Responsible Sourcing Supplier Code of Conduct (the “**Code**”), which sets out the minimum standards expected of suppliers of goods and services to Mizkan Euro. The Code reflects Mizkan Euro’s commitment to corporate integrity, responsible sourcing and the safety and wellbeing of workers in the countries where it does business, and includes specific requirements relating to slavery, human trafficking and child labour, compliance with the Modern Slavery Act 2015, human rights, worker welfare, supplier due diligence, training, audit, reporting and remediation. Mizkan Euro has announced the Code to its existing suppliers and has incorporated the Code into its supplier contracting framework, including its standard terms and conditions of purchase and relevant supplier agreements.

If a supplier is suspected of breaching the Code, Mizkan Euro will conduct an assessment and verify the allegation. If a violation is confirmed, Mizkan Euro will provide guidance on corrective actions followed by monitoring of the situation to ensure the issue is resolved as directed. Mizkan Euro will review its business relationship with any supplier found to have committed a serious violation of the Code. This will also apply if a supplier fails to fully cooperate with an investigation or audit requested by Mizkan Euro.

4. 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 them to hold their own supply chains to the same high standards. Mizkan Euro's standard terms and conditions include an obligation to comply with the Act as an essential term of the contract as well as the Code having now been incorporated into Mizkan Euro's supplier contracting framework. Mizkan Euro communicates clearly to its suppliers that risks of modern slavery, including forced labour, child labour, bonded labour, indentured labour and human trafficking, cannot be tolerated.

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.

In line with current UK Government guidance on transparency in supply chains reporting, Mizkan Euro continues to review the principal modern slavery risks in its business and supply chains by reference to factors such as supplier location, product or material category, labour intensity, use of labour providers, country risk and the availability of independent assurance. This risk-based approach informs supplier onboarding, ongoing monitoring, audit activity and escalation where concerns are identified.

Supplier due diligence follows a tiered approach for both new and existing suppliers. Mizkan Euro has established a Procurement Due Diligence and Supplier Risk Assessment process, which assesses suppliers against key risk and compliance metrics, including supplier location, product or material category, labour intensity, use of labour providers, country risk, availability of independent assurance, and whether the supplier has appropriate policies, procedures and controls in place relating to modern slavery and human trafficking. As part of onboarding new suppliers, Mizkan Euro applies a supplier questionnaire designed to assess, *inter alia*, adherence to:

- (a) Mizkan Euro's Standard Terms and Conditions for Purchase (available at: <https://www.mizkan.co.uk/media/ME-Standard-Terms-of-Purchase-updated-June-2026.pdf> ;
- (b) D&B (Dun & Bradstreet) financial check;
- (c) Confirmation on requirements of insurance levels (public, product and employee liability insurances); and
- (d) the Code.

This enables Mizkan Euro to identify potential non-compliances with modern slavery and/or human trafficking laws before onboarding, to work with relevant suppliers to remedy any issues where appropriate, and to avoid contracting with suppliers where risks cannot be adequately addressed.

5. Training and next steps

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 runs training programmes including at its two sites, to enhance awareness and understanding amongst staff. Training programmes relating to modern slavery that have been conducted during the previous fiscal year, requiring mandatory attendance from Mizkan Euro's HR staff, managers and leadership team include:

- Understanding Human Trafficking and Modern Slavery
- Recognising methods and indicators of modern slavery
- Responding to concerns and disclosures

All site HR staff, managers and leadership team have attended.

Furthermore, all Mizkan Euro employees, contractors and partners are encouraged to raise, at the earliest possible stage, concerns about any issue or suspicion of modern slavery in any parts of the organisation or its supply chains. Mizkan Euro operates a Whistleblowing policy to encourage employees to come forward with any concerns.

Mizkan Euro will continue to monitor the effectiveness of its approach by reviewing supplier onboarding outcomes, supplier risk ratings, audit findings, completion of supplier self-assessment questionnaires, reported concerns and corrective action plans. These measures are intended to help Mizkan Euro assess whether its policies, contractual controls, training and due diligence processes are operating effectively in practice.

For the next reporting period, Mizkan Euro intends to continue embedding the Code across its supplier base, review supplier responses and audit outcomes, further develop its risk-based due diligence process, and assess whether additional targeted training or supplier engagement is required for higher-risk areas of the supply chain.

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This statement was approved by the Board of Directors on 31 July 2026.

Chikara Tanaka

Chikara Tanaka, Director and CEO of Mizkan Euro Ltd. (07/08 2026)

Chikara Tanaka

Chikara Tanaka, Director and CEO of Mizkan Euro Partners Limited (07/08 2026)

Takahiro Masaki

Takahiro Masaki Secretary of Mizkan Euro Holdings Limited (05/08/ 2026)