



MODERN SLAVERY STATEMENT

This statement is made by Kolak Snack Foods Ltd (a Europe Snacks Group Company). It is a statement made in accordance with section 54 of the Modern Slavery Act 2015 (MSA) and covers our 2025 financial year which ran from 1 February 2025 to 31 January 2026.

Kolak Snack Foods Ltd complies with the provisions of the MSA and the duty it places on businesses to disclose publicly the steps we are taking to tackle forced labour and human trafficking. We have in place a regular mechanism to review and improve our practices through effective due diligence and risk assessment, continuing to raise awareness and acting to protecting the most vulnerable groups of people.

OUR ORGANISATION

Kolak Snack Foods Ltd, based in UK, is part of the Europe Snacks Group, a privately owned private label savoury snacks manufacturer operating in France, Spain and the UK. The supply chain for Kolak Snack Foods Ltd includes relationships with external business for the sourcing of products and several of these suppliers are based outside of the United Kingdom. Due to the nature of our products, we work with strategic supply partners globally.

OUR POLICIES

We are committed to ensuring that modern slavery or human trafficking does not exist either within our supply chain or any part of our business. We will not associate with any business that is knowingly in breach of the Act and its expectations or which we know is engaged in slavery or human trafficking.

Our approach to responsible sourcing reflects our commitment to acting ethically and with integrity in our business relationships. As a supplier to our customers, we are audited against their individual Codes of Practice, of which ethical standards form part of the audit scope. It is a requirement that we be ethically compliant to gain approval as a supplier. We are also third party audited by accreditation bodies and ethical standards are part of these audit scopes. We are committed to the Ethical Trading Initiative (ETI) and we are regularly audited by third parties who publish our audit results in the Supplier Ethical Data Exchange (SEDEX).

We have a suite of policies and procedures designed to support ethical working practices including;

- Employee Code of Conduct
- Whistleblowing Procedures
- Recruitment and Right to Work verification processes
- Equal Opportunities and Dignity at Work policies
- Supplier ethical compliance requirements



Our policies are communicated through various methods, including on our Employee Handbook, accessible on our shared drives, from our HR Team, on our noticeboards. Our approach is reviewed on a regular basis (minimum annually) by a Steering Team. This Modern Slavery Statement is published on our website.

DUE DILIGENCE PROCESSES FOR MODERN SLAVERY AND HUMAN TRAFFICKING

As part of our ongoing work to identify, review and mitigate risk we have systems in place to

- Identify and assess potential areas of risk in our organisation
- Mitigate the risk of modern slavery and human trafficking occurring in our supply chains
- Support ongoing communication mechanisms, including whistle blowing

SUPPLIER ADHERENCE TO MODERN SLAVERY

We have a zero-tolerance stance towards modern slavery and human trafficking. To ensure that our supply chain and contractors work to comply with the ETI and the MSA we have put in place a supply chain compliance programme which includes an approval process prior to commencement of supply which includes self-assessment questionnaires and audits designed to establish a risk rate and the relevant control measures to monitor supply risk assessment, monitoring of performance, our affiliation to SEDEX and conducting regular agency contractor audits.

We encourage our suppliers with a total turnover in excess £36 million to also release a modern slavery statement of their own and publish in their relevant websites where applicable.

To identify and mitigate the risk of modern slavery, we have established the following due diligence processes:

1. **Risk Assessment:** Regular risk assessments of our supply chains to identify and address potential areas of concern.
2. **Supplier Audits:** Conducting audits of key suppliers to ensure compliance with our policies and standards.
3. **Supplier Engagement:** Working closely with our suppliers to improve practices and address any issues related to modern slavery.



TRAINING

To raise awareness of modern slavery and human trafficking, as well as our internal policies and procedures, we have embedded Modern Slavery content into our company Induction Programme. This training is also shared with our labour providers to ensure alignment and consistency across our supply chain.

We deliver comprehensive Ethics Training across all levels of our business to ensure that every employee understands the risks associated with modern slavery and is fully aware of our policies and procedures. This training includes:

1. Identifying the signs of modern slavery and understanding key ethical issues and their importance.
2. Familiarisation with the Europe Snacks Code of Good Business Practices, including supporting tools, processes, and key contacts for modern slavery concerns.
3. Clear guidance on how to report suspected instances of modern slavery.
4. Enabling employees to consistently adopt ethical behaviours and attitudes.
5. Safeguarding both employees and third parties from unethical conduct.
6. Protecting the company, its reputation, and its legal representatives.

Throughout 2025 and into 2026, we remain committed to strengthening the skills and knowledge of key frontline employees, ensuring our ethical standards are upheld across the organisation.

25 June 2026

DocuSigned by:

468BC1ADB35E48E...

Rikin Lakhani
Signed by Rikin Lakhani, Managing Director
On behalf of Kolak Snack Foods Ltd

Certificate Of Completion

Envelope Id: 1C17370F-A56F-8E0C-82AF-81FE3FA1BD89
 Subject: Complete with Docusign: Kolak Modern Slavery statement July 2026.pdf
 Source Envelope:
 Document Pages: 3
 Certificate Pages: 4
 AutoNav: Enabled
 Envelopeld Stamping: Enabled
 Time Zone: (UTC+01:00) Amsterdam, Berlin, Bern, Rome, Stockholm, Vienna

Status: Completed
 Envelope Originator:
 Cheryl Sharp
 Zone Industrielle Saint-Denis-Les-Lucs
 85 170
 Saint-Denis-La-Chevasse, France 798 741 211
 cheryl.sharp@europesnacks.com
 IP Address: 62.64.230.194

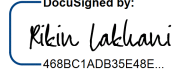
Record Tracking

Status: Original
 6/25/2026 11:32:15 AM
 Holder: Cheryl Sharp
 cheryl.sharp@europesnacks.com
 Location: DocuSign

Signer Events

Rikin Lakhani
 rikin.lakhani@europesnacks.com
 Managing Director UK
 Europe Snacks UK
 Security Level: Email, Account Authentication
 (None)

Signature

DocuSigned by:

 468BC1ADB35E48E...
 Signature Adoption: Pre-selected Style
 Using IP Address: 62.64.230.202

Timestamp

Sent: 6/25/2026 11:35:47 AM
 Viewed: 6/25/2026 12:47:47 PM
 Signed: 6/25/2026 12:47:57 PM

Electronic Record and Signature Disclosure:
 Accepted: 7/14/2022 5:30:44 PM
 ID: 755614d1-bc7b-4c84-91d7-0f56f8d34bb2

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Witness Events

Signature

Timestamp

Notary Events

Signature

Timestamp

Envelope Summary Events

Status

Timestamps

Event	Status	Timestamp
Envelope Sent	Hashed/Encrypted	6/25/2026 11:35:47 AM
Certified Delivered	Security Checked	6/25/2026 12:47:47 PM
Signing Complete	Security Checked	6/25/2026 12:47:57 PM
Completed	Security Checked	6/25/2026 12:47:57 PM

Payment Events

Status

Timestamps

Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Snacks International Development UK Ltd (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Snacks International Development UK Ltd:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: philippe.leberre@kolak.co.uk

To advise Snacks International Development UK Ltd of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at philippe.leberre@kolak.co.uk and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Snacks International Development UK Ltd

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to philippe.leberre@kolak.co.uk and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Snacks International Development UK Ltd

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to philippe.leberre@kolak.co.uk and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

By selecting the check-box next to ‘I agree to use electronic records and signatures’, you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Snacks International Development UK Ltd as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Snacks International Development UK Ltd during the course of your relationship with Snacks International Development UK Ltd.