SHALIMAR FRESH
GROWING VALUE

MODERN SLAVERY POLICY

SHALIMAR FRESH LIMITED ("the Company") is committed to ensuring that modern slavery does not occur in any part of our operations or supply chains. Modern Slavery includes, but is not limited to:

- ***Slavery**: Ownership or control of one person by another.*
- ***Forced labour**: Work or service extracted under threat, coercion, or without the worker's consent.*
- ***Bonded labour**: Work provided to repay a debt, often under exploitative conditions.*
- ***Prison labour**: Only acceptable where voluntary, fairly compensated, and free from coercion, harassment, or exploitation.*
- ***Human trafficking**: Recruiting, transporting, or harbouring individuals through coercion, deception, or abuse of power for the purpose of exploitation.*

All these practices violate fundamental human rights as outlined in international law, including the ***International Labour Organization (ILO) Conventions No. 29 (Forced Labour, 1930) and No. 105 (Abolition of Forced Labour, 1957),*** as well as relevant national legislation and recognized regional and cultural differences.

As part of SHALIMAR FRESH LIMITED *commitments to our Human Rights and Environmental Due Dilligence (HREDD) Policy,* the company strictly and explicitly prohibit use of any form of modern slavery including exploitative working conditions. We believe in promoting fair and appropriate employment at SHALIMAR FRESH and within our supply chains is a critical part of the commitments we make to our people and local communities.

The Company's Anti-Slavery Officer (ASO) is the Group Human Resource Manager (GHRM).

General Principles:

- SHALIMAR FRESH LIMITED is committed to conducting business fairly, ethically and with respect to fundamental human rights.
- We are committed to the prevention of all forms of Modern Slavery, both in our business and in our supply chains. We will not tolerate it.
- Ensuring fair and safe working conditions for all employees, including lawful pay, working hours, rest periods, and holiday entitlements.

- Promoting awareness and understanding of Modern Slavery risks through employee training and communication.
- Our employees will: -
    - ✓ *Be required to immediately report any suspicions of Modern Slavery in our business or supply chains to our Group Human Resources Manager who is the ASO. The GHRM /ASO will investigate and report to the Board of Directors within a reasonable time, on actions which may require to be taken.*
    - ✓ *Not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If you believe that you have suffered any such treatment, you should immediately inform the GHRM/ ASO and, also refer to our Grievance and Whistleblowing Policies.*
- All our suppliers of goods and services must assess their business and supply chains and confirm that:
    - ✓ *They Comply with their legal obligations, in relation to Modern Slavery; and*
    - ✓ *Are committed to ensuring there is no Modern Slavery taking place in their business, or in any of their supply chains.*
    - ✓ *Formerly commit to this policy that they will keep in compliance with the same.*
    - ✓ *If they breach this policy or are found to have Modern Slavery in their business, or knowingly in their supply chain, The Company may terminate our contract with them and pursue legal remedies against them.*

Continuous Improvement: It is our commitment to continually improve implementation of this policy through *Monitoring performance against applicable laws, Review and update procedures as necessary, and Engaging employees, and other stakeholders in strengthening responsible workers' rights practices.*

Review: This policy will be reviewed periodically to ensure ongoing compliance with international standards, legal requirements, and industry best practices. Updates will be communicated to all employees and stakeholders.

Communication: *This policy is publicly available throughout the Company's notice board and clearly communicated to all employees in through induction programs. The HR department is responsible for implementation of this policy.*

Signed: _____ **Date:** 01/12/2025.

Andrew Hardy,
Managing Director.