

Human Rights Policy 2025-26

Introduction

At Foodmaker Ltd we are committed to upholding and promoting human rights across all aspects of our business operations. We believe that ethical conduct, respect for individuals, and responsible sourcing are fundamental to sustainable success. This policy applies to all employees, contractors, and business partners, and we expect our suppliers to adopt similar standards and practices within their own operations.

Respect for Human Rights

We support and respect the protection of internationally proclaimed human rights, including those outlined in the Universal Declaration of Human Rights and the International Labour Organization (ILO) conventions. We are committed to ensuring that our operations do not contribute to human rights abuses and that we actively promote human dignity, fairness, and equality.

Diversity and Inclusion

We are committed to fostering a diverse and inclusive workplace where everyone is treated with respect and dignity. We value differences in background, experience, and perspective, and we promote equal opportunities for all, regardless of race, gender, age, religion, disability, sexual orientation, or any other protected characteristic.

Freedom of Association

We recognize and respect the rights of workers to freely associate, join trade unions, and engage in collective bargaining. We do not tolerate any form of retaliation or discrimination against individuals exercising these rights.

Health, Safety and Well-being

Ensuring the health, safety, and well-being of our employees and those working within our supply chain is a top priority. We maintain safe working environments that comply with all relevant health and safety laws and regulations.

We expect our suppliers to do the same and to continuously improve their health and safety practices.

Working Time Policy

We adhere to legal standards regarding working hours, rest periods, and overtime. We ensure that working hours are not excessive and that employees receive adequate rest

and compensation. We expect our suppliers to comply with applicable laws and to promote fair working conditions.

Anti-Harassment and Bullying

Foodmaker Ltd. has zero tolerance for harassment, bullying, or any form of abusive behavior. We are committed to providing a workplace free from intimidation, discrimination, and violence. All employees and suppliers must treat others with respect and professionalism.

Grievance and Reporting Mechanisms

Employees, suppliers, or partners can raise human rights concerns through Foodmaker's confidential reporting process. We ensure all reports are handled sensitively and without fear of retaliation.

Child Labour

We do not employ children under the legal working age and strictly prohibit child labour in any part of our business or supply chain. We expect our suppliers to comply with all child labour laws and to implement robust age verification procedures.

Modern Slavery Policy Statement

Foodmaker Ltd. is firmly opposed to all forms of modern slavery, including forced labour, human trafficking, and servitude. We are committed to identifying and mitigating risks of modern slavery within our operations and supply chains. We conduct due diligence and work collaboratively with suppliers to ensure ethical labour practices.

SEDEX (Supplier Ethical Data Exchange) Membership and Ethical Supply Chain

We are proud members of SEDEX, one of the world's leading platforms for managing and improving ethical supply chain practices. Our membership reflects our ongoing commitment to responsible sourcing and transparency. Through SEDEX, we monitor and assess ethical standards in our operations and those of our suppliers, focusing on:

Labour rights, Health and safety, Environmental impact and Business integrity.

We work closely with our suppliers to ensure they share our values and uphold the principles outlined in this policy.

Monitoring and Continuous Improvement

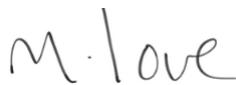
We review supplier audit results, training participation, and feedback to measure progress and identify opportunities for ongoing improvement.

Corporate Social Responsibility

Foodmaker Ltd. integrates corporate social responsibility (CSR) into our core business strategy. We strive to make a positive impact on society and the environment through ethical practices, community engagement, and sustainable development. We encourage our suppliers to adopt CSR initiatives that align with our values.

This policy has been approved by the Board of Directors of Foodmaker Ltd and will be reviewed annually to ensure its continued relevance and effectiveness.

Approved by:



Mandy Love
NPD Director

November 2025

Foodmaker Ltd, Registered in England No. 00935767