



## Modern Slavery and Human Trafficking Policy

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### 1. Purpose

This policy sets out our commitment to preventing modern slavery and human trafficking in our business operations and supply chains. It is made in accordance with Section 54 of the Modern Slavery Act 2015.

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### 2. Scope

This policy applies to all employees, agency workers, contractors, suppliers, and other business partners working with SOP regardless of location.

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### 3. Our Commitment

SOP International Ltd is fully committed to conducting business in an ethical and responsible manner. We take a zero-tolerance approach to modern slavery and are dedicated to ensuring that slavery, servitude, forced or compulsory labour, and human trafficking have no place within our operations or supply chain.

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### 4. Company Overview

Established in 1971, SOP International Ltd is a leading importer and distributor of Oriental and Asian food products, serving retailers, wholesalers, and manufacturers across the UK and EU. We source products from approved suppliers in the Far East, India, Sri Lanka, and the EU and operate in line with BRCGS (Storage & Distribution) standards.

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### 5. Policies and Controls

We have implemented the following to support our commitment:

- Modern Slavery and Human Trafficking Policy (updated annually)
- Ethical Trading Policy
- Supplier onboarding procedures including modern slavery risk checks
- Standard terms and conditions requiring suppliers to comply with the Modern Slavery Act 2015



## 6. Due Diligence and Risk Assessment

To assess and manage modern slavery risks:

- We assess suppliers based on country of origin, sector risk and known human rights challenges.
  - Our suppliers are required to confirm compliance with this policy and sign our Modern Slavery Statement.
  - Our Technical Team leads compliance efforts, supported by internal reviews and site visits (where applicable).
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## 7. Training and Awareness

- Employees involved in procurement & technical receive training to identify and manage modern slavery risks.
  - Business partners are encouraged to deliver appropriate training across their operations.
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## 8. Reporting Concerns

We encourage all employees, suppliers and stakeholders to report concerns related to modern slavery. Reports may be made in confidence to the Technical Director or via our internal confidential reporting procedure.

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## 9. Review and Updates

This policy will be reviewed annually, or more frequently if needed, to ensure continued compliance with legislation and alignment with best practice.

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