



Leidschendam, 11-01-2024

Topic: modern slavery statement

To whom it may concern,

As defined in the ILO Forced labour Convention of 1930 (No. 29), forced or compulsory entails: "all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily."

The prevention of forced labour at Luiten Food is guaranteed by upholding the labour laws of the Netherlands and the United Kingdom which are signatories of the ILO Forced Labour Convention. For example, workers are compensated for extra work and minimum age requirements are upheld.

As stated in our general policy statement, Luiten Food refrains from using products where the involvement of forced labour is prevalent; insofar as knowledge of this is available. Within our supplier questionnaire, our own commitments are presented to the supplier. The supplier is then asked if it upholds a standard and guarantee of ethical and non-compulsory labour similar to ours. In this way, the supplier is screened on forced labour amongst other Corporate Social Responsibility indicators.

Hoped to have inform you well,

Kind regards,

A handwritten signature in blue ink, appearing to read 'M. Grünbauer', written over a blue circular stamp or seal.

Marinka Grünbauer
QA Manager Luiten Food