Introduction

Modern slavery includes slavery, servitude, forced and compulsory labour, bonded labour, child labour and human trafficking. Victims may be coerced, deceived or forced against their free will into providing work or services.

Modern slavery is a crime and a violation of fundamental human rights.

Maris Seafoods Limited has a zero-tolerance approach to modern slavery and human trafficking. We are committed to conducting business ethically and responsibly and to implementing appropriate systems and controls to help prevent modern slavery within our organisation and supply chain.

This statement sets out the steps taken by Maris Seafoods Limited during the financial year **2025** and is made in accordance with section 54 of the Modern Slavery Act 2015.

Our Business and Supply Chain

Maris Seafoods Limited is a privately owned business supplying fish and seafood products to supermarkets, foodservice, ecommerce, wholesale and further-manufacturing industries.

Our supply chain extends from fishing vessels and aquaculture farms through processing, packing, storage and transportation to the finished products supplied to our customers.

We source products globally from a list of approved suppliers and work with a network of approved service providers.

We expect our suppliers and service providers to uphold high ethical standards and to apply appropriate labour and human-rights standards within their own operations and supply chains.

Scope

This statement applies to Maris Seafoods Limited and to all persons working for or on behalf of the company, including employees at all levels, directors, seconded workers, contractors, external consultants, third-party representatives, service providers and business partners.

Everyone working for or on behalf of Maris Seafoods is expected to support our zero-tolerance approach and report any activity that may indicate modern slavery or human trafficking.

Our Policies and Standards

Our approach is supported by relevant company policies, procedures and supplier requirements, including:

- our Human Rights Policy;
- our supplier approval and assessment procedures;
- our Supplier SAQ;
- Our Suppliers' audits

- our Whistleblowing Procedure; and
- our public Grievance Procedure

Our Human Rights Policy is informed by and aligned with the Ethical Trading Initiative Base Code, International Labour Organization conventions and the UN Guiding Principles on Business and Human Rights.

Our supplier expectations include freely chosen employment, no forced or child labour, safe working conditions, lawful wages and working hours, freedom of association, non-discrimination and the right to dignity at work.

Supply-Chain Due Diligence

Modern slavery and ethical labour considerations form part of our supplier approval and due-diligence processes.

Through our Supplier SAQ, suppliers are asked to provide information about:

- labour and human-rights policies;
- forced, bonded and child labour controls;
- recruitment and employment practices;
- migrant, temporary or agency workers;
- labour providers and subcontracting;
- working conditions;
- grievance and whistleblowing arrangements;
- ethical audits and assessments; and
- compliance with relevant labour standards.

Maris Seafoods reviews the information and supporting documentation provided by suppliers. Where information is incomplete or concerns are identified, we may request clarification, further evidence, guidance-based improvement or corrective action.

Questionnaires, audits and memberships/ certifications support our due-diligence process but are not treated as definitive proof that modern slavery risk is absent.

Risk Assessment and Higher-Risk Suppliers

Maris Seafoods recognises that modern-slavery risks may be higher in some parts of global seafood supply chains. Our assessment considers relevant country, and labour-related risks. Suppliers identified as higher risk may be subject to further questions, additional evidence requests, third-party social audits, or increased monitoring.

Our Human Rights Policy identifies child labour, forced or bonded labour, coercion, discrimination, wage issues, serious health and safety risks and exploitative labour practices as critical non-compliances.

SEDEX and Ethical Audits

Maris Seafoods is a member of **SEDEX**, which supports businesses in managing and improving responsible practices and working conditions within global supply chains.

We encourage relevant suppliers to become SEDEX members and to complete recognised ethical assessments or audits, including SMETA, amfori BSCI, SA8000 or equivalent recognised standards.

We require suppliers based in high-risk countries to undergo an appropriate third-party social sustainability audit, such as SMETA or BSCI.

Corrective Action

Where concerns or non-compliances are identified, Maris Seafoods may request further information, corrective action or evidence of improvement.

We aim to work collaboratively with suppliers to address identified issues within agreed timeframes. However, serious, deliberate, persistent or unresolved non-compliance may result in suspension or termination of the business relationship.

Our Human Rights Policy also requires suppliers where non-compliances are found to be provided with guidance to support closure.

Public Grievance Procedure

Maris Seafoods has updated and published a public Grievance Procedure on its website.

The procedure provides a route through which suppliers and external stakeholders can raise concerns relating to Maris Seafoods or its supply chain directly with the company.

This may include concerns relating to suspected modern slavery, human trafficking, forced or child labour, unethical labour practices, unsafe working conditions or breaches of our ethical standards.

Concerns raised will be handled in accordance with the published procedure.

Whistleblowing and Reporting Concerns

The prevention, detection and reporting of modern slavery is the responsibility of everyone working for or on behalf of Maris Seafoods.

Employees may raise concerns through the company's internal grievance Procedure or directly with:

- their line manager;
- the operations director;
- the Managing Director of Maris Seafoods Limited.

Issued By: Steve Tilston

Suppliers and external stakeholders may raise concerns through the public Grievance Procedure available on the Maris Seafoods website.

Concerns may also be reported to:

Gangmasters and Labour Abuse Authority
0800 432 0804

Modern Slavery and Exploitation Helpline
08000 121 700

In an emergency, contact the police on **999**. Non-emergency concerns may be reported on **101**.

Employee Training

Maris Seafoods is committed to providing relevant employees with modern-slavery awareness training through the **RISE training platform**.

Relevant company policies and reporting procedures are communicated to employees as appropriate.

Stakeholder and Industry Collaboration

Maris Seafoods engages with customers, suppliers and relevant industry stakeholders to improve its understanding of ethical risks and consider how these may be addressed.

We are a member of the **Sustainable Seafood Coalition's pre-competitive working group**, which considers ethical issues within seafood supply chains and explores ways in which seafood businesses can work collaboratively to address them.

Actions During the Reporting Period

During the financial year **2025** Maris Seafoods:

- maintained modern-slavery and ethical-trading requirements within its supplier approval process;
- requested labour and human-rights information through its SAQs;
- continued its membership of SEDEX;
- encouraged relevant suppliers to use recognised ethical audits or assessments;
- required appropriate third-party social audits for suppliers in high-risk countries;
- reviewed supplier information and supporting documentation;
- updated and published its public Grievance Procedure;
- maintained and provided employees guidance on internal whistleblowing and reporting routes
- participated in the Sustainable Seafood Coalition's pre-competitive working group; and
- Conducted Site visits

Commitments for the Next Reporting Period

During the next reporting period, Maris Seafoods is committed to:

- providing relevant employees with modern-slavery awareness training through RISE;
- continuing to require key suppliers to complete an ethics-related SAQs;
- working towards annual completion and review of supplier questionnaires;
- continuing its membership of SEDEX;
- continuing to require appropriate third-party social audits for higher-risk suppliers;
- following up material gaps and non-compliances;
- maintaining the public Grievance Procedure;
- completing in full the SSC'S risk assessment for all our wild-caught and farmed species; and
- reviewing this statement annually.

Responsibility and Approval

The Directors of Maris Seafoods Limited have overall responsibility for ensuring that this statement and the company's related controls comply with our legal, ethical and sustainability obligations.

The Head of Technical and Sustainability and the Sustainability Coordinator have primary day-to-day responsibility for implementing the company's approach, monitoring its use and effectiveness and responding to related queries.

It was approved by the Board of Directors of Maris Seafoods Limited on **04/08/26** and has been signed by a director.

Signed:

Steve Tilston
Managing Director
Maris Seafoods Limited