



Modern Slavery Statement

1. Commitment to Prevent Acts of Modern Slavery and Human Trafficking

- 1.1 Rumenco Limited is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain. We recognise our responsibility to act ethically, with integrity, and in compliance with the Modern Slavery Act 2015, ensuring that modern slavery has no place in our organisation or the organisations that we work with.

2. Structure of the organisation

- 2.1 Rumenco is a UK based business that leads the way in innovative animal feed solutions.
- 2.2 We employ approximately 140 people in the UK, with business operations in the UK and Ireland. Rumenco has two wholly owned subsidiaries in Ireland – Uniblock Limited and Uniblock (Export) Limited. Those subsidiaries employ approximately 25 people. Whilst we share some costs with our subsidiaries and some of our central functions overlap, this statement relates to Rumenco Limited and not to either of the Uniblock companies.
- 2.3 We work with a range of suppliers throughout the UK, Ireland and internationally.

3. Policies

- 3.1 As part of our commitment to combating modern slavery and human trafficking, we continue to implement the following policies, within our business:
- 3.1.1 a modern slavery policy;
 - 3.1.2 an equal opportunity policy;
 - 3.1.3 recruitment and selection policy;
 - 3.1.4 anti bribery policy; and
 - 3.1.5 ethical behaviour policy
- 3.2 These policies which are reviewed and updated from time to time, are made available to all employees in our employee handbook. The handbook is provided to our employees on their induction, and they have access to it (and any revisions) through Rumenco's intranet. The policies include procedures and standards designed to help our employees understand:
- 3.2.1 their responsibility to behave ethically and ensure that their fellow workers are safeguarded, treated fairly and with dignity;
 - 3.2.2 how to identify potential slavery, both within our business and within our supply chains; and
 - 3.2.3 how to respond to or report concerns – including by providing adequate protection for whistleblowers.

4. **Further actions and sign-off**

4.1 Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

4.1.1 undertake distributor and supplier due diligence, by implementing a due diligence questionnaire for use with new and existing suppliers and distributors; and

4.1.2 look to introduce training within the business, concerning modern slavery and human trafficking.

4.2 This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Rumenco's slavery and human trafficking statement for the financial year commencing 2024.

4.3 This statement was approved by the Board on 20th February 2025.

Signed:



Lyndon Tomblin

Director

Rumenco Limited

Date: 10th May 2025