

## **Modern Slavery Statement Act Statement 2026**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 ("the Act") and sets out the steps that has been taken and that are continuing to be taken to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. This statement refers to the actions and activities of Pelagia (UK) Limited, a company registered in England and Wales under company registration number 02746845. Registered office: Gilbey Road, Grimsby, DN31 2SL.

Pelagia (UK) Limited has several subsidiaries including, Ideal Foods Group, Pelagia (Greenock) Limited and Pelagia (Bressay) Limited. References to "we","us","our" and "Pelagia UK" are to all these companies. This statement applies to the financial year for Pelagia UK ending 31 December 2026.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Pelagia UK has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our Business**

Pelagia UK derives its revenues from the manufacture of marine proteins and oils from facilities in Grimsby, Greenock, Aberdeen and Shetland. Pelagia UK is a wholly owned subsidiary of Pelagia Holding AS ("Parent Company"), a company registered in Norway. The Parent Company has similar facilities located in Ireland, Norway and Denmark and is a leading producer of pelagic fish for human consumption as well as a supplier of essential ingredients for aqua and animal feed inclusion.

The Group, headquartered in Aberdeen, produces fishmeal and fish oil from raw material which consists of whole fish and fish trimmings. Pelagia UK employs over 120 staff and enacts policies that protect our employees from unfair treatment and promote a fair and inclusive workplace. This includes processes that align with UK employment laws, including: 'right to work' document checks and contracts of employment. Market-driven payment and rewards that are reviewed annually.

### **Our Supply Chain**

We have procedures in place that contribute to ensuring modern slavery does not occur in our business or supply chains. To date, no instances of modern slavery violations have been identified in our operations or supply chains.

Whole fish is purchased directly from pelagic fishing vessels or through the Norwegian fish auction website Norges Sildesalgslag. Fish trimmings are purchased as a by-product from processors and suppliers of fish for human consumption throughout the United Kingdom. We comply with all legal requirements surrounding employee rights, health and safety and ethical responsibilities.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Within our supply chain, we inform suppliers of these issues and the standards we expect them to meet.

### **Our Suppliers**

The Group operates a supplier policy and maintains an approved supplier list. We continue to conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that proposed suppliers have never been convicted of offences relating to modern slavery.

All of our suppliers are required to make a declaration that they have taken steps to eradicate modern slavery within their business; that they pay their employees at least the national minimum wage/national living wage (as appropriate) and that Pelagia Group may terminate any contractual obligations at any time should any instances of modern slavery come to light. We obtain Modern Slavery Statements from our suppliers (where applicable) and any other relevant policies and procedures they have.

### **Other High-risk Areas**

Risk assessment was carried out using the US Dept. of State Trafficking in persons report 2025 as a reference document. The following risk areas were identified:

Sector	Country	TVPA Tier ranking
Fishing	Ireland	Tier 2
	Norway	Tier 2
	United Kingdom	Tier 1

A Tier 1 ranking indicates that a government has acknowledged the existence of human trafficking, has made efforts to address the problem, and meets the TVPA's minimum standards. Each year, governments need to demonstrate appreciable progress in combating trafficking to maintain a Tier 1 ranking.

A Tier 2 ranking indicates that the government does not fully meet the TVPA's minimum standards, but are making significant efforts to bring themselves into compliance with those standards.

Pelagia Group continues to believe that there is a very low risk of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or supply chains. Pelagia Group continues to review and categorise its supply chain and ensure this information is shared across UK subsidiaries.

### **Our Performance Indicators**

The measures we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain are deemed effective if no reports are received from



employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

#### Next Steps

Our approach to modern slavery and human trafficking risk will continue to evolve and Pelagia UK will continue to mitigate these risks through the provisions mentioned above during 2026 and beyond.

Pelagia UK shall take responsibility for this statement and its objectives, and this statement will be reviewed and updated as appropriate.

#### Future Developments

We will also closely monitor developments of the Act following the House of Lords Select Committee's review into its impact and effectiveness, published in October 2024.

#### Approval for this statement

The Directors of Pelagia (UK) Limited approved this statement on behalf of Pelagia UK entities on 31 March 2026.

Michael McEllone  
Director