

SARIA Limited

Section 172(1) Companies Act 2006 Statement

The Directors of SARIA Limited have acted in good faith and in a manner they consider most likely to promote the success of the Company for the benefit of its members as a whole, having regard to the matters set out in Section 172(1) of the Companies Act 2006.

In making decisions and overseeing the delivery of the Group's long-term business plan, the Directors have considered the following factors:

- the likely long-term consequences of decisions
- the interests and wellbeing of the Company's employees
- the importance of maintaining strong relationships with customers, suppliers and other stakeholders
- the impact of the Company's operations on the community and the environment
- the importance of maintaining high standards of business conduct and corporate governance
- the need to act fairly as between the Company's members.

The following paragraphs summarise how the Directors fulfil their legal duties.

a. The likely consequences of any decision in the long term

The Directors have regard to the likely consequences of their decisions on the long-term objectives and financial sustainability of the company.

In particular, contractual commitments and capital requirements must adhere to a strict sign off process, including consideration of budget constraints and impact on future cash flows. This must be balanced with the groups overall aim to remain competitive and responsive to changing market conditions.

b. The interests of the company's employees

The company is responsive to the needs of its employees, and the Directors are committed to ensuring genuine and effective employee involvement in the company's activities.

The company respects human rights and employment law, without exception. The company seeks to ensure that every employee, without exception, is treated equally and fairly and that all employees are aware of their responsibilities.

c. The need to foster the company's business relationships with suppliers, customers and others

When dealing with all partners, whether they are suppliers, customers, or other stakeholders, the company will ensure the relationship is always maintained in a professional and responsible manner. A principal objective from the company's plan, is the delivery of long-term successful returns for the company and its business partners.

As part of this in the current financial year, the Directors have implemented a new procurement policy, that ensures adherence to relevant compliance regulations and sets out the groups intentions to engage in and maintain strong, transparent relationships with our suppliers.

d. The impact of the company's operations on the community and the environment

As the group is involved in several areas of the food supply chain, the environmental impact of the group and its ethical reputation is of great importance to the Directors.

e. The desirability of the company maintaining a reputation for high standards of business conduct

As the board of Directors, our intention is to behave responsibly and ensure that the management operate the business in a responsible and sustainable manner, both financially and environmentally.

Collectively the Directors will continue to operate to the high standards of integrity expected of a business such as ours, and to employ a system of continuous improvement with training and development in line with our commitment to responsible behaviour.

f. The need to act fairly as between members of the company.

The Directors of the company act in a way that they consider in good faith, and will promote the success of the company for the benefit of the members as a whole.

Corporate Responsibility and Governance

The Company forms part of the wider SARIA Group and therefore operates within the global policies and governance framework established by SARIA SE & Co. KG. These policies support responsible and sustainable business practices across the Group's operations.

The Group's global policies establish standards and expectations in several key areas which underpin the Company's operations.

Employment and working conditions

The Company is committed to respecting human rights and complying with applicable employment legislation. All forms of forced labour, compulsory labour and child labour are strictly prohibited.

Employment practices are aligned with the principles set out in relevant international conventions, including those adopted by the International Labour Organisation.

The Company promotes equal opportunities and equal treatment for all employees and rejects discrimination on any grounds, including race, gender, religion, disability, age or sexual orientation. Recruitment, training and promotion decisions are based solely on professional qualifications, experience and performance.

Health and safety

Maintaining high standards of health and safety is a key priority for the Company. The Board is committed to ensuring that all reasonably practicable measures are taken to protect employees, contractors, customers and other stakeholders from risks arising from the Company's activities.

Health and safety risks are managed through established procedures, training programmes and ongoing monitoring across the Group's operations.

Ethical business conduct

The Directors are committed to maintaining high standards of integrity and ethical conduct across the Company's activities. The Company seeks to operate responsibly and sustainably while delivering long-term value to its shareholders and business partners.

Relationships with suppliers, customers and other stakeholders are conducted in a professional, responsible and transparent manner.

Cooperation with authorities

The Company maintains constructive relationships with regulatory authorities and government bodies, while protecting the Company's rights and interests.

Responsible tax conduct

The Company's immediate parent undertaking, SARIA International GmbH, operates in multiple jurisdictions. The Group recognises that the responsible payment of taxes contributes to the stability and development of the economies in which it operates.

The Company aims to meet its tax obligations in full and on time and to maintain open and cooperative relationships with tax authorities. Internal controls are in place to reduce the risk of material errors in tax reporting and compliance.

Product compliance

The SARIA Group specialises in the collection, processing and recycling of animal by-products and other organic materials. These activities are subject to strict legal and regulatory frameworks.

All processing activities are carried out in compliance with relevant legislation, and the Company seeks to ensure that its products are used only for their legally permitted applications.

The Group is also committed to improving its environmental performance, including initiatives focused on reducing emissions, improving energy efficiency and lowering the carbon intensity of its operations.