

Modern Slavery and Human Trafficking Statement

Financial year October 2025 – September 2026

This statement is made by Templeton Holdings Limited on behalf of itself and its subsidiary undertakings, Harnbury Holdings Limited, Ibla International Franchising Limited, Signor Sassi Limited and Harnbury Limited (together the “Group”). It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our own operations and supply chains, in accordance with section 54 of the Modern Slavery Act 2015.

We recognise that modern slavery can include slavery, servitude, forced or compulsory labour and human trafficking. We are committed to acting ethically and with integrity, identifying and managing relevant risks, and improving our practices so that our business and supply chains are conducted responsibly.

Our Structure and Business

The Group operates 25 restaurants throughout the UK under the San Carlo, Fumo, Cicchetti, Flying Pizza, Gran Café and Signor Sassi brands. We also operate franchisee businesses worldwide under San Carlo, Isola by San Carlo, Cicchetti and Signor Sassi brands. The Group has over 1000 employees.

Our Supply Chains

Our supply chains include over 500 suppliers covering food and drink suppliers for our restaurants, as well as goods and services not for resale such as equipment used in our restaurants, point of sale materials, IT equipment, utilities and waste services, contractors building, fitting out, repairing or cleaning our restaurants, marketing, advertising, accounting, legal and other professional services, recruitment and training.

Our suppliers vary in terms of their size, expertise and industry and many of those will also be reliant on their own supply chain in order to be able to supply goods or services to us.

Our Policies on Slavery and Human Trafficking

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 expect employees, workers, contractors, suppliers and business partners to act consistently with our values and to raise concerns where they identify or suspect modern slavery risks. Relevant policies include our Whistleblowing Policy, recruitment and right-to-work procedures, supplier onboarding

processes, and standards relating to ethical conduct, dignity at work, health and safety, and responsible purchasing.

Risk Assessment and Management

We assess modern slavery risks by considering the nature of the goods and services supplied to us, the locations in which suppliers operate, the use of labour providers or subcontractors, and any indicators of vulnerable work, including temporary, agency, migrant or low-paid labour. Areas that may carry higher risk include cleaning, construction and fit-out, maintenance, logistics, food production, and outsourced labour in the wider supply chain.

Our approach is to identify and assess potential risk areas in our business and supply chains, prioritise higher-risk suppliers and activities for review, and take proportionate action where concerns are identified.

We seek to reduce risk through appropriate recruitment checks, oversight of working conditions and pay, supplier due diligence, contractual expectations, and clear routes for workers and third parties to raise concerns.

Where we identify concerns, we will investigate promptly, engage with the relevant supplier or manager, and take appropriate corrective action. This may include requiring an improvement plan, suspending work, terminating a relationship, or referring matters to appropriate authorities or specialist support where required.

Due Diligence Processes

By managing our restaurants ourselves, we are well positioned to maintain oversight of employment practices within our business, including rates of pay, working conditions, working hours, welfare standards and routes for concerns to be raised. We continue to review internal controls and provide guidance to relevant managers so that potential risks are identified, escalated and addressed appropriately.

For suppliers, we expect appropriate standards on labour practices, recruitment, subcontracting and worker welfare. Significant or higher-risk suppliers may be asked to confirm compliance with our ethical expectations, provide their own modern slavery statement or equivalent policies where applicable, and cooperate with reasonable information requests or reviews. We aim to take a proportionate, risk-based approach to supplier due diligence and to strengthen this process over time.

Our Whistleblowing Policy supports employees, agency workers and self-employed contractors to disclose suspected malpractice, including concerns relating to modern slavery or human trafficking within our business or supply chains. We do not tolerate victimisation of anyone who raises a concern in good faith.

Training and Awareness

We provide appropriate awareness and guidance to employees whose roles are most relevant to identifying and managing modern slavery risks, including HR, operations, procurement, recruitment and management teams. Training and communications are intended to help relevant colleagues understand indicators of modern slavery, how to raise concerns, and how to apply our policies and procedures in practice.

Monitoring Effectiveness and Progress

We monitor the effectiveness of our approach through a range of measures, which may include completion of relevant training, supplier due diligence activity, review of any concerns raised through whistleblowing or management channels, and actions taken in response to identified risks. We will continue to develop practical measures to assess progress and improve transparency in future statements.

During the next reporting period, we intend to continue improving our supplier risk assessment process, strengthen record keeping for due diligence activity, and review the content and reach of modern slavery awareness training for relevant teams.

Approval and Publication

This statement has been prepared pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ending 30 September 2026. This statement has been approved by the Board of Directors of Templeton Holdings Limited and is made on behalf of the Group.



Signed by Marcello Distefano

Chief Executive Officer

On behalf of Harnbury Holdings Ltd and Templeton Holdings Ltd

Date: