



AgroBerries

# MODERN SLAVERY STATEMENT

we are committed to operating in a transparent and responsible manner

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## Introduction from the Board

At AgroBerries, we are committed to operating in a transparent and responsible manner, striving to attain the highest ethical standards and respect for human rights. This includes reducing the risks of modern slavery throughout our business and our supply chain. We want everyone who works for us or within our supply chain to be treated well and be free from the risks of modern slavery.

Our second modern slavery statement as AgroBerries, details the actions we take as a group of businesses to mitigate the risks of forced labour within our own operations and our supply chains. We are proud to demonstrate our continual commitment and hard work against modern slavery, recognising that transparency, collaboration and openness are key.

We understand our responsibility under the United Nations Guiding Principles for Business and Human Rights to prevent, mitigate and remediate any violations of human rights both within our own operations and within our supply chains, and we take this responsibility incredibly seriously. With operations and growers both in the UK and overseas, the contextual challenges and risks we face are diverse, and having a risk-based approach, rooted in collaboration, capacity building and empowerment is a core part of our strategy.

Modern slavery is a continuing issue that unfortunately remains a salient risk within fresh produce. The seasonal nature of our products and transitory nature of the workforce creates unique vulnerabilities, all of which make it easier for exploitation to occur, such as excessive working hours, withheld wages, poor living accommodation and forced labour. As climate change and geopolitical instability heighten vulnerabilities and increase the human rights risks to those in our supply chains this work is increasingly vital and critical.

## Board Approval

This statement is made 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 31st December 2025. This statement has been approved by the board of directors, who will review and update it annually.



Signed by: Jorge Andres Varela Peddar

Position: Chief Executive Officer, AgroBerries Group

Dated: 26<sup>th</sup> June 2026

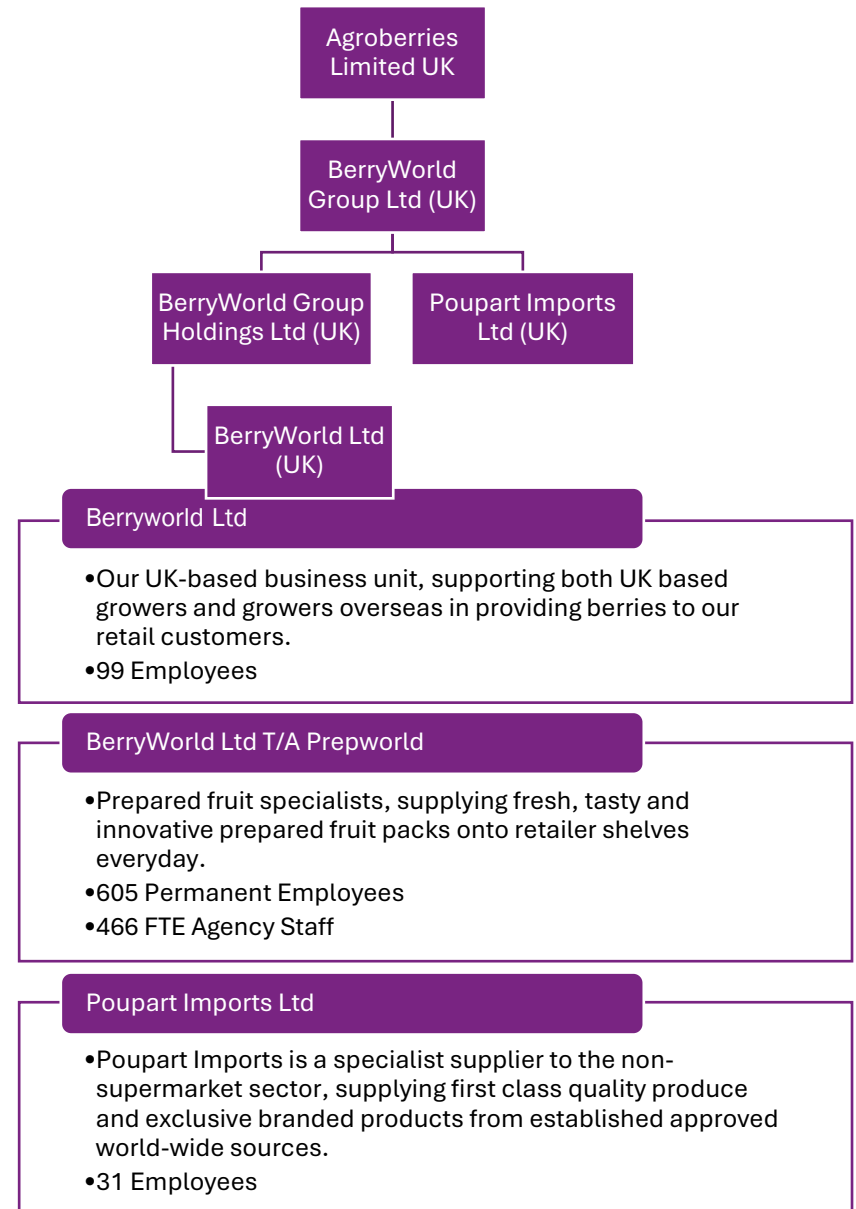
## Our Business

We are a brand dedicated and focused on the production of fresh and prepared produce. We are keenly aware of our responsibility as a supplier of these products and aim to ensure that our strategies and actions consider the unique salient challenges for our business.

As a part of our mission, we aim to ensure that all workers within our supply chains, right down to the passionate pickers on our farms, are treated with respect and dignity. Fundamentally, we want to **ensure proper working conditions at every stage of our supply**, to enable a workspace that treats workers fairly and equally. The risk of modern slavery, forced labour, and labour exploitation is ever present within agricultural supply chains, and so we collaborate closely with our global colleagues, growers and collaborative networks and initiatives to help mitigate and prevent these risks. Prevention of Modern Slavery is a core part of our Responsible Sourcing and Ethical commitments.

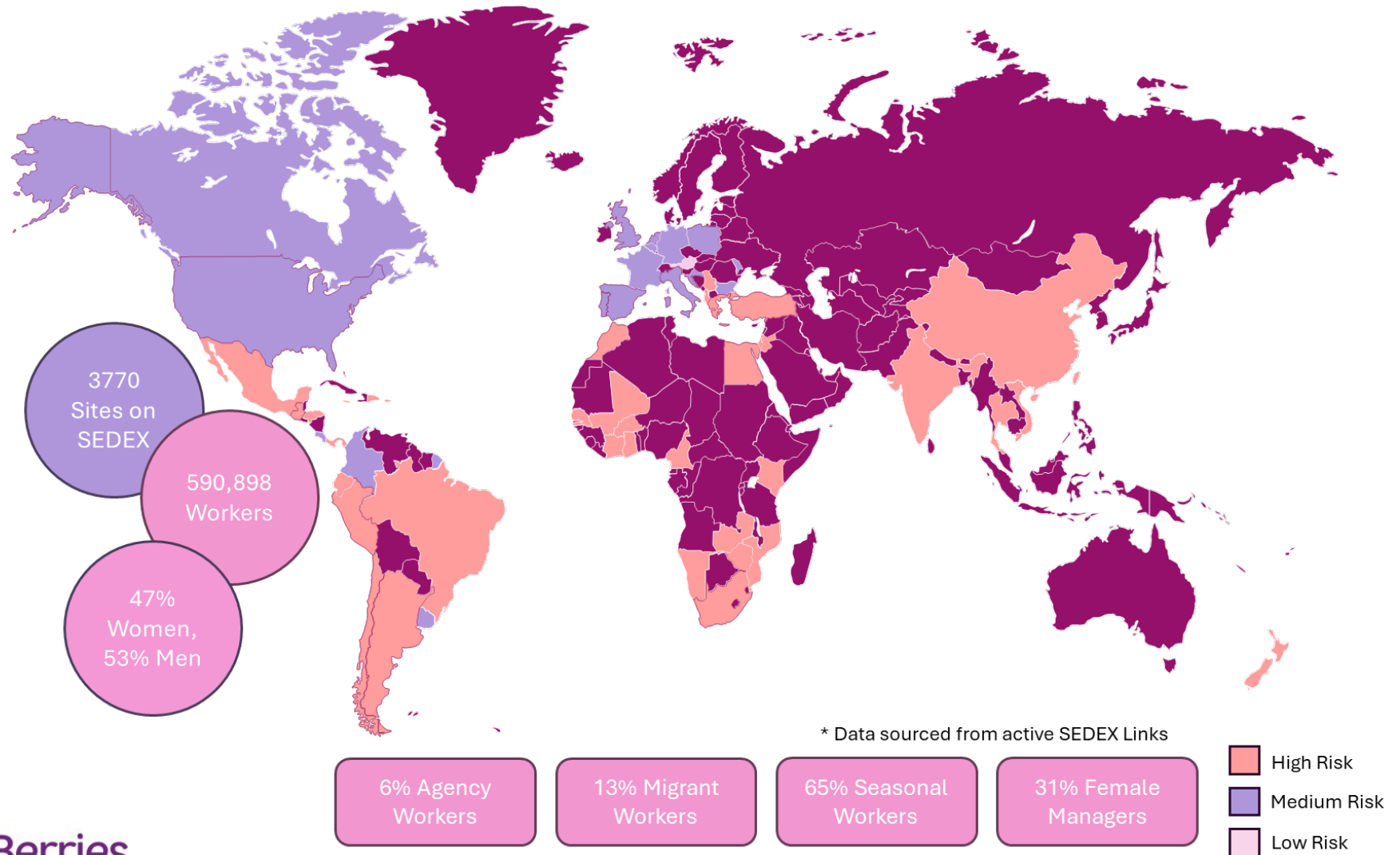
While AgroBerries Limited itself does not meet the reporting threshold under the UK Modern Slavery Act, it is the parent company of the BerryWorld Group in the UK. Accordingly, this statement is being made pursuant to the Act on behalf of the following UK-based business units within the AgroBerries group that do meet the reporting requirements:

- **Poupart Imports Ltd**
- **BerryWorld Ltd** which includes:
  - BerryWorld UK (soft fruit marketing)
  - BerryWorld Varieties (plant supply)
  - BerryWorld Ltd T/A PrepWorld (ready-to-eat processing)



## Our Supply Chains

At AgroBerries, we procure and grow a range of fresh produce all year round from various countries. We either purchase directly from the growers, or work with intermediaries along the supply chain, and we collaborate with all parties along the chain to ensure that the best quality product reaches the homes of our consumers. In this reporting period, we collectively sourced from 60 different countries, of which 65% were rated as high-risk according to SEDEX Country Risk Ratings.



## Governance & Policies

Since our last modern slavery statement, we have successfully implemented a Modern Slavery and Human Rights Governance Committee. This is made up of representatives from BerryWorld UK, PrepWorld and Poupart Imports, and meets on a quarterly basis to:

- Share emerging risks and concerns
- Discuss training and collaboration opportunities
- Remain up to date on industry and customer updates
- Share best practices

Responsibility for identifying, assessing and remediating modern slavery sits within each business unit, overseen by the respective Managing Directors/ divisional CEOs. Overall accountability for our Modern Slavery Statement is held by the AgroBerries CEO.

In September 2025 a new role was created within the AgroBerries, the Chief People Officer, who leads on our global people strategy. This role will support internal teams through integration and alignment, strengthen our people processes and policies and support on employee welfare within our own operations.

In relation to our own staff and operations, our HR Teams are responsible for developing and updating policies, managing staff welfare and conducting internal audits and audits of any labour agencies used.

In relation to our supply chains, the BerryWorld Responsible Sourcing team share responsibilities with technical colleagues on monitoring customer requirements, developing policies, monitoring supplier

compliance with our Ethical Undertaking, participating in multi-stakeholder initiatives and investigating serious allegations. These teams also ensure that our risk assessments are continually reviewed and updated with any new information as needed and ensure that suppliers close out any non-conformances.

Dedicated compliance teams also support on ensuring that the required human rights due-diligence requirements are met.

### Policies and Procedures

Our approach to responsible sourcing is rooted in our policies and principles of promoting decent working conditions and ensuring workers within our supply chains are treated fairly and equally, without fear of harassment or exploitation. This encompasses international labour rights and standards, including the ETI Base Code, International Labour Organisation Standards and the Universal Declaration of Human Rights. We are informed by the UN Guiding Principles on Business and Human rights in how we implement our ethical strategy and policies.

We review our policies on an annual basis to ensure that they are up-to-date and contain all the latest information and developments within our business and the wider industry. Policies are communicated to suppliers through a variety of methods, however for our programmed suppliers all policies, procedures and resources are shared on an online due-diligence platforms or via email communication.

A key document is our AgroBerries Code of Ethics and Conduct policy, which can be found [here](#). This policy highlights our commitment to the ETI Base Code and the ILO Declaration, and to creating a respectful and inclusive working environment. We also highlight our commitment to conduct with integrity, and to not tolerate the use of modern slavery in any form. Employees shall enter the company freely and voluntarily, and we work with third parties who are also committed to human rights compliance.

2025 Goal Update: One of the goals on our last modern slavery statement was to develop a policy on Child Labour and Remediation, which has been successfully achieved. We will continue to support growers in high-risk areas on implementation of this.

Our other policies which relate to modern slavery prevention include:

For our own colleagues:

- Policy on Preventing Modern Slavery
- Whistleblowing Policy & Speak Up Hotline
- Sexual Harassment Policy
- Equality and Dignity at Work Policy

For Our Supply Chain

- Responsible Sourcing Ethical Trade Policy
- Ethical Undertaking
- Ethical Procurement Policy
- Remedy and Grievance Policy
- Policy on Preventing Modern Slavery
- Whistleblowing Policy & Speak Up Hotline

## GROWER SUPPORT

Our dedicated growers follow our policies and procedures, however we also support them in creating their own. Grower capacity building and support is a crucial part of our human rights strategy, as our growers are the ones tackling the risks and challenges head on!

All our policies are available as templates for growers to use in crafting their own, and we also support them in the use of various procedures, assessments and tools. This allows them to develop a greater level of maturity in their management systems, better preparing them to manage human rights risks.

Modern Slavery Policy Template

Recruitment Fee Questionnaire

Modern Slavery Risk Assessment Template

Template Ethical Undertaking

Template Grievance and Remedy Policy

Worker Induction Slides

Stakeholder Analysis Template

Equity Action Plan Template

# Identifying and Managing Risks

## In our operations

All workers should be free from exploitation and allowed to share any concerns they have on their workplace or potential risks for modern slavery. We work hard to create an open, safe and welcome environment for both our directly employed employees and our agency hired employees. However, we recognise that, given our industry and labour requirements, there are certain vulnerabilities we must be aware of in the context of modern slavery risks. For example, agency workers perform an important role within our own operations, however they can often be vulnerable to exploitation at various stages of the recruitment process.

Within our own operations at our prepared produce site, we undertake a variety of activities and actions to identify and mitigate potential modern slavery risks.

- We undergo internal audits with our labour agencies twice a year, following guidance from Stronger Together, to check key risk areas and indicators and to ensure proper recruitment and employment practices are in place. This includes checks for payslips, recruitment fees and other known indicators of forced labour.
- Onsite contractors such as our catering, security and cleaning staff, undergo the same audit on an annual basis.
- We conduct focused questionnaires with our workers to understand their employment experience and determine if there are any risk flags for modern slavery. This questionnaire covers areas such as:
  - Recruitment fees
  - Withholding of identification documents

- Accommodation condition
- Ability to leave employment
- Treatment at work
- Rest days and hours worked
- Pay received
- Travel to the workplace
- We also conduct worker engagement surveys both internally and with external companies such as &Wider. Whilst not specific to modern slavery these are an important tool for people to raise concerns about their professional and personal wellbeing.
- We actively encourage workers to make use of the 'Just Good Work' app, which makes them aware of their employment rights in the UK. By promoting this and encouraging workers to have a deeper understanding of responsible recruitment and employment we hope that any workers who are at risk of labour exploitation can recognise the signs and raise any concerns with us.

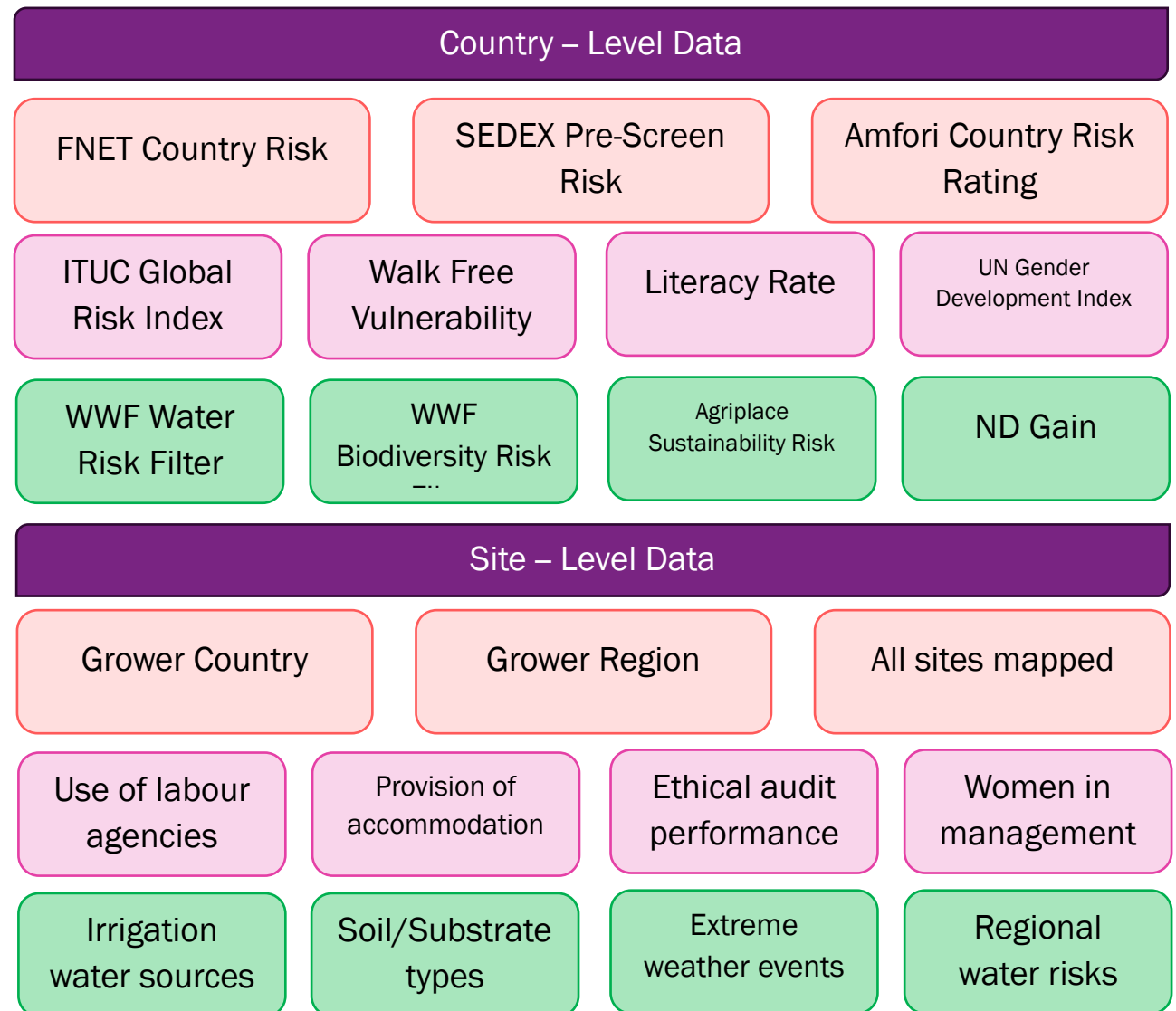


## In our supply chains

The BerryWorld UK Risk assessment process prioritises our raw material production, with the growing and harvesting stages identified as high risk. Through our work in this area, we aim to gain a better insight into the inherent vulnerabilities to modern slavery and labour exploitation within our supply chains. We utilise a variety of sources and processes to complete these assessments, including:

- Mapping of our raw material supply chains
- Data from site self-assessment questionnaires.
- Using the SEDEX Risk Assessment Scores.
- Data from third party ethical audits.
- Desk-based research on our sourcing countries.
- Utilisation of industry accessible resources.
- Information from multi-stakeholder initiatives
- Consultations with growers and workers.
- Consultations with international business units

We also consider reputational risks to help determine the saliency of risks identified, including volumes, issues reported in the media and supply-chain tier.



## Salient Risks

To identify the most severe and likely risks, we use the information from our site risk assessment and our knowledge and mapping of inherent risks. Examples of our salient risks identified include:

<i>Risk</i>	<b>Vulnerable Workers</b>	<b>Countries of Focus</b>	<b>Action</b>	<b>Impact</b>
<i>Modern slavery and irresponsible recruitment</i>	Migrant Workers, Seasonal workers	United Kingdom	Engagement with SWS Taskforce incl. working groups covering the Just Good Work App, the DEFRA Employer Pays Principal Study and the scheme operator RRPAs ALP Membership Regular visits and engagement Capacity building & Training	Our growers are upskilled in areas of modern slavery prevention and responsible recruitment and have access to resources and guidance materials to prevent exploitation.
<i>Labour Exploitation</i>	Migrant Workers, Seasonal Workers, Migrant Women	Spain, Morocco	BW Whistle blowing hotline Spanish Ethical Forum Sponsorship SMETA audits & Internal Visits Engaged with collaborative initiative in Morocco	Sites have access to collaborative initiatives to work with the wider industry on preventing exploitation.
<i>Health &amp; Safety especially transport</i>	Seasonal Workers, Agency Workers	Morocco, South Africa, Zimbabwe, UK	Closure of SMETA NCs Engagement with collaborative initiatives Grower capacity building following accidents Checks of agency transportation for indicators of labour exploitation	Onsite issues with H&S have been identified and resolved, keeping workers safe.
<i>Accommodation Condition</i>	Migrant Workers, Women	United Kingdom, Spain	Visits to sites to conduct accommodation audits Worker surveys	Our visits have enabled issues to be detected and resolved, along with identifying areas for continuous improvements.
<i>Grievance Mechanisms</i>	Seasonal Workers	United Kingdom, Spain, Morocco, Egypt	BW Hotline Ulula SWS Survey conducted with growers	Workers have access to ways to complain and escalate serious issues.
<i>Harassment and Discrimination</i>	Women, Migrant Workers	United Kingdom	Supervisor Training	Supervisors are better equipped to address inappropriate behaviour.

We have also mapped our human rights risks against the environmental risks, taking the average risk scores for each country and plotting them. This in turn has allowed us to identify the country's most at risk from the overlapping of human rights and environmental challenges, so we can assess where our targeted actions are most needed, and where they will have the most impact. Our highest-risk source countries by this measure are **Egypt, Turkey, Greece, Peru, Mexico, Brazil and Morocco.**

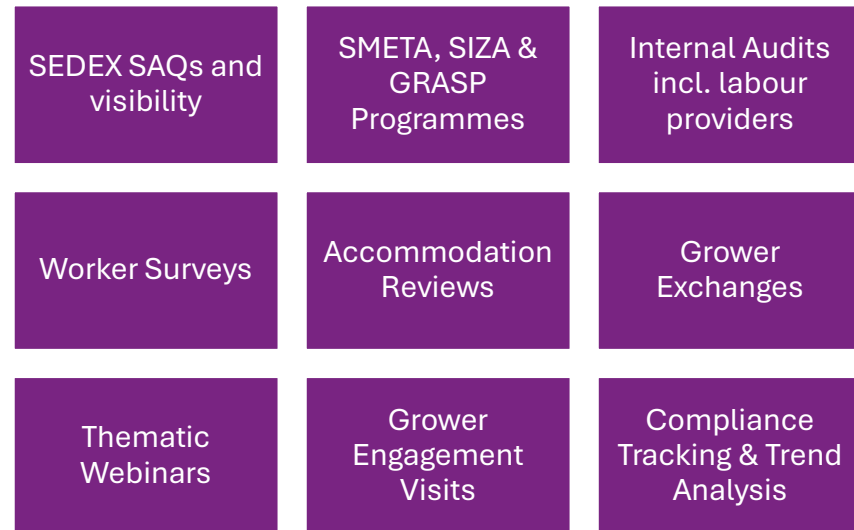
As well as focusing on raw material suppliers, we have also begun to map and risk assess our goods-not-for-resale (GNFR). In 2024, providers and other key stakeholders such as our growers, labour providers and office material providers were mapped. The higher-risk suppliers complete an ethical questionnaire to gain access and learn about their human rights due-diligence, worker profiles, recruitment methods and HR systems. This can then be followed up with additional due diligence where risks are identified within these supply chains.



## Human Rights Due Diligence

Human rights due diligence (HRDD) is a key pillar of our ethical strategy. Taking a holistic approach, we engage across the Group with relevant stakeholders to continually review our due diligence process and ways of working. Our HRDD incorporates our policies, our customer policies and our risk assessment results and we aim to support our growers to deliver best practice whilst ensuring the welfare of their employees.

We conduct due diligence throughout our supply chain, to make sure the high standards are maintained and that all growers are aware of and following the ETI Base Code and taking actions to prevent modern slavery. This due diligence could include a mixture of:



Each sourcing country will also have its own risks, and so we conduct specific HRDD per country. We acknowledge that there is no perfect

approach to due diligence that will work for all countries, businesses or people, so we work hard to tailor our approach whenever needed. Some of the due diligence that we conduct in individual source countries is shown in the following table:

<b>UK</b>	BW Hotline, BW Ethical forums, RRT, Stronger Together PRT, Modern Slavery training / Champions, Speak up program, SMETA program, SWS taskforce, 50 Club, FNET, Just Good Work App
<b>Spain</b>	Spanish Ethical Forum members, SMETA program, BW Hotline, Speak Up program, Internal audits, Stronger Together sponsors
<b>South Africa</b>	SIZA Program, Stronger Together Group sponsor, Recruitment mapping, Internal audits, Emerging Leaders, BW Hotline
<b>Portugal</b>	BW hotline, SMETA program, internal audits
<b>Morocco</b>	SMETA program, BW Hotline, Speak up Program, internal audits, Scoping visit with key stakeholders in March 2025, Collaboration with Partner Africa on a multi-stakeholder initiative
<b>Egypt</b>	SMETA program, Egyptian Ethical Forum, recruitment mapping, BW hotline, internal audits
<b>Zimbabwe</b>	Stronger Together training, financial assessments, SMETA program, internal audits, social projects
<b>Peru</b>	SMETA program, Internal audits, Speak up surveys
<b>Jordan</b>	SMETA Program, Internal audits, BW hotline
<b>Mexico</b>	SMETA, SIPAS Ethical training, Collaborative stakeholder engagement, Stronger Together

## Whistle blowing & Serious Incidents

At BerryWorld, we have established our own independent whistleblowing line for our growers called Speak Up! The whistleblowing line was established in 2016, originally with the UK growers before being extended to the global supply chain in a phased approach. More recently this included the introduction of the hotline in Egypt and Jordan. This whistleblowing line offers a confidential way for employees to ask questions and report concerns in relation to ethics and compliance (including food quality, safety and legality). It is translated into various languages, so it reaches the whole workforce. We provide growers with posters and resource materials so that workers know how to use the line and make reports.

In 2025, there were no substantiated reports linked to modern slavery or labour exploitation from our Speak Up helpline or other sources. We will continue to ensure that workers have access to this mechanism, which remains an important tool within our strategy. Our hotline not only works as an important part of our risk assessment, raising issues and concerns directly from workers, but also enables us to remedy labour exploitation, if it was raised.

<b>Country</b>	<b>Issue</b>	<b>Resolution</b>
<i>UK</i>	Online reviews of a growing site contained complaints relating to poor treatment of seasonal workers by supervisors, and issues with grievance mechanisms.	The allegations were found to be unsubstantiated, and there were no records of the complainant having been employed onsite. Work has been undertaken to provide comprehensive supervisor training to prevent any of the alleged behaviours and the grievance mechanisms have been reviewed.
<i>UK</i>	Complaint regarding potential wage theft and supervisor harassment at a growing site.	An independent investigation took place to liaise with the claimants, assess site policies and processes and worker interviews. The claims were unsubstantiated and it was determined that the site had robust management systems. Areas to enable continuous improvement were identified
<i>Zimbabwe</i>	Worker fatality involving employer-provided transport.	Local authorities conducted an independent investigation. Improvements made to the driving policies and updated driver responsibilities for H&S are now enforced. Emotional support provided to colleagues and support for the family went beyond legal and collective requirements.
<i>Spain</i>	Worker fatality within a fruit packing house.	An investigation with local authorities was conducted and it was found that the worker had not followed H&S procedures. There was financial and emotional support to the family. H&S improvements were; training, new PPE, installation of additional emergency stop buttons and additional safety features on equipment.



## Stakeholders and Stakeholder Engagement

Across our supply chains there are a wide range of actors and stakeholders who are key to our human rights strategy, either through their influence and knowledge or their position as rightsholders and vulnerabilities to human rights risks.

We aim to always consider the needs and viewpoints of the most vulnerable stakeholders within our processes to tackle modern slavery, with a particular focus on both migrant and women workers. We aim to gain the inputs from these groups through worker surveys, interviews and hotline reports and incorporate these into any policy updates or project planning.

Collaboration and communication are at the heart of our relationships with growers, and this extends to our work on human rights and modern slavery.

- We have preseason meetings with our growers where needed, to review progress from the last season on worker welfare, plan our actions and mitigations for the next season and share any recent industry developments.
- We have a group of Modern Slavery Champions across our UK sites, and we regularly communicate with them. This includes sharing a calendar of interesting and relevant dates and activities, such as training sessions.
- Our Modern Slavery and Human Rights Committee meet on a quarterly basis to discuss emerging risks and mitigation activities within our own operations and our supply chains.
- The UK Grower Ethical Forum: This offers all our UK soft-fruit growers the opportunity to meet and discuss concerns,

challenges and share ideas developing best practice in a safe, confidential space.

- When working with labour agencies in our own operations, we conduct both pre and post contract interviews. These interviews cover our worker needs and our expectations on worker welfare. We discuss the risks of modern slavery within this workforce and the best ways we can collaborate on mitigating these.
- We conduct worker interviews within our supply chain as a part of our internal audit and visit process, to gain insights into their experience with their work and to understand what concerns them the most in relation to recruitment, welfare and health and safety. To further this work and enhance stakeholder engagement, we are sending staff for Investigative Interviewing training to improve our internal capability to investigate potential labour exploitation through our worker engagement.



## Collaboration & External Partnerships



We collaborate and develop relationships with external industry, national and global bodies with a strong focus around ethical related concerns including modern slavery. The risks of modern slavery occur on a global scale, so we believe developing close collaborative partnerships are important in achieving our goals of reducing the risks of modern slavery throughout our supply chain. Some of our key external collaborators are:

### Stronger Together

- [Stronger Together](#) is an impact driven, not for profit organisation that provides businesses with practical training, resources, business services and collaborative programmes.
- We are a Global Steering Committee member and a local Steering Committee member in South Africa. We have

sponsored the South African programme since 2017 and have engaged with all our growers to attend the training with Stronger Together, raising awareness of Modern Slavery and equipping businesses with the knowledge, skills and tools to address any forced labour risks.

- PrepWorld are Advanced Business Partners with Stronger together, with BerryWorld UK aiming to achieve this in 2026.
- We utilise and engage with a variety of the Stronger Together tools and resources to support on the responsible recruitment practices. Within 2026 we will complete and engage with the 360 Tool to highlight best practices and opportunities for improvement.

### Seasonal Worker Scheme Taskforce

- We are funding members of the [UK Seasonal Worker Scheme Taskforce](#), a group which aims to work collaboratively to develop and implement tangible actions to help safeguard and ensure access to workers' rights in the UK SWS and wider UK horticulture.
- We engage with all three workstreams of the taskforce and pass on the learnings and actions with our UK Growers to support them in their employment of seasonal workers.

### Spanish Ethical Trade Forums (FCE)

- The [Foros Comercio Ético](#) are a collaborative initiative that brings agri-food businesses and stakeholders together to promote ethical labour practices and
- We jointly sponsor these forums which are managed by Conexion Social. These regional events are designed to allow growers and producers to come together to educate, collaborate and discuss issues around worker welfare concerns

or challenges they may have and jointly look at how standards can be improved. BerryWorld are a part of the Retailer & Importer Working Group that help support the work that comes through the forums.

### Egyptian Ethical Trade Forum

- The [Egyptian Suppliers Ethical Trade Forum](#) was founded in December 2009 and is a multi-stakeholder initiative to improve labour standards, share best practice, and address ethical trade challenges within Egyptian supply chains.

### FNET

- The [Food Network for Ethical Trade](#) is a member-led initiative which is committed to improving the lives and livelihoods of workers in food supply chains. FNET uses the collective leverage of suppliers and retailers to bring about positive change in working conditions.
- In 2025, we furthered our work with the Common Due-Diligence Tools working group through a co-lead position. A priority is to support members on understanding their supply chains and to reduce duplication of activities within the membership.
- In 2025 we were involved in the Empowering Work Working group, assisting in the development of a Skills Matrix relating to human rights roles.
- We have also been involved in the Responsible Recruitment working group. Throughout 2025, the working group focused on supporting companies to embed improved policies and practices across their supply chain. The working group has also supported members to collaborate, discuss shared challenges.

Other partners include:

- SEDEX (Supplier Ethical Data Exchange)
- Fruit Industry Health and Safety Collaborative
- The Ethical Trade Initiative (ETI)
- The Association of Labour Providers (ALP)
- SIZA
- The 50 Club

## Training & Raising Awareness

One of our aims was to raise awareness of modern slavery within the different teams at BerryWorld but also in our overseas supply base. We do this through supporting training initiatives and raising awareness within our business.

- All new starters in our businesses must complete a training course on modern slavery and how to identify this in workplaces.
- Managers within our own operations receive training on spotting the signs of forced labour within the workforce.
- Our UK growers undergo training through both Stronger Together and the Responsible Recruitment Toolkit on a three-year cycle.
- Our UK growers have access to induction materials on topics such as the BerryWorld Hotline, the Just Good Work app and Menstrual Health that they can use when onboarding and training workers.
- We run training with technical and procurement colleagues on modern slavery and how to recognise this, as they are often our

eyes and ears onsite, and this is vital in identifying potential cases of labour exploitation.

- Through the Seasonal Worker Scheme Taskforce, our UK growers have access to training materials for supervisors to reduce the risks of harassment and discrimination and to improve communications and build trust within the workforce.
- We support our South Africa and Zimbabwean growers in accessing free places on Stronger Together training courses through our long-term partnership. This is a positive impact of our long-standing partnership, as typically this training is not accessible in Zimbabwe, highlighting our commitment to ensuring our growers have access to the support they need.
- We arrange thematic webinars for our growers, carried out by expert speakers, on topics requested by the grower base.
- Within 2026, we are planning on updating our modern slavery training for the senior leadership team within the UK. This was last conducted in 2024, and we recognise the importance of regular training that is kept up to date with the latest risks, trends and regulatory changes



## Monitoring and Evaluation

### Our Achievements in 2025

Child Labour & Remediation Policy has been developed

Preventing Modern Slavery workshops run with our colleagues.

Continued support of the Stronger Together South Africa programme.

Internal awareness programme ran during Anti-Slavery Week

Increasing work on GNFR with packaging suppliers & transport.

Visit to our Moroccan Growers and collaboration with industry partners on a new collaborative initiative.

Funding of the Egyptian Ethical Trade Forums and attendance of the international event.

Establishment of a modern slavery committee, meeting quarterly.

Internal review of our risk assessment process, including creation of a new country-level assessment.



Progress against our 2025 Goals

2025 Goal	Progress	Impact	2026 and Beyond
Alignment across Agroberries	Ongoing	Internal meetings policy reviews, review of shared supply chain	Gap analysis of policies and further collaboration.
Internal Human Rights Committee	Successfully Implemented.	Closer collaboration on human rights and shared challenges.	Continue to meet and share challenges & best practices.
Child Labour & Remediation Policy	Successfully Implemented.	We are better prepared as a business to remediate any cases of child labour.	Roll out this policy and embed in high-risk areas of the supply chain.
Mapping of and Risk Assessment on Coir Production	Successfully Implemented.	We have mapped and risk assessed these suppliers and started conversations on human rights.	Continue engagement and start capacity building in high-risk areas, along with visiting source countries.
Explore risks within Transportation and Logistics	Ongoing	We have engaged with FNETs Raw Materials working group to assist in producing a Transportation and Logistics checklist	Roll out this checklist to our transportation suppliers and conduct a risk assessment.
Egyptian Ethical Trade Forums	Successfully Implemented.	We continue to support the Egyptian Ethical Forum and actively participate in international events.	Continue to participate and fund, allowing our growers to attend this important forum.

## Our KPIs

KPI	2024	2025	Impact
NC Rate	8.11	6.60	Reduction in NCs is representative of improved working conditions for workers
Critical NCs Rate	0.66	0.62	Reduction in the most serious issues for workers.
Total Audits Uploaded on SEDEX (SMETA/SIZA)	726	831	Increased coverage of the supply chain by audits which focus on the ETI Base Code. Where required, sites are on an audit cycle of 1-3 years, so there will be some fluctuation in audit numbers each year.
Most common NC category	Health and Safety	Health and Safety	H&S continues to be an area of focus, informing our actions and prioritisation, especially with on-site visits.
NCs in 'Employment is freely chosen'	10	35	Non-licit recruitment costs are now being highlighted through SMETA CAR NCs, leading to closer collaboration with growers on reducing these costs.
Rate of Strong Forced Labour Indicators	0.0441	0.0433	Forced labour indicators remain present in the supply chain, however no cases of forced labour were identified after review of these NCs. There has been a slight increase in strong indicators, which needs to be monitored.
Rate of Forced Labour Indicators	0.65	0.44	Forced labour indicators remain present in the supply chain, however no cases of forced labour were identified after review of these NCs. Overall, there has been a decrease in indicators, which suggests that practices are improving in the supply chain.

## Our Plan Going Forwards

We are constantly striving to improve and strengthen our management systems and driving continuous improvement. We will be reiterating our commitment to understanding modern slavery risks across the business and ensure that staff understand what modern slavery is and the associated risks.

If we see an issue, we are committed to working with that individual or business to resolve it, we won't walk away. We will continue to operate in a transparent way and believe it is important to visit suppliers both existing and new, to build relationships and show our continued support and commitment.

### Goals for 2025/2026

**Alignment across the AgroBerries Group:** Review key policies between the businesses including supply chain grievance mechanisms and existing hotlines.

### **Improved crisis management and reporting of ethical breaches:**

Knowing what to do when human rights breaches are reported is a critical part of delivering remediation. We are aiming to review our current policies but also explore training opportunities to ensure our growers are equipped to respond quickly and effectively.

**Explore options for integrating rightsholder views and perspectives in policy and risk assessments:** We are planning to scope out methods to further include lived experience and worker voice within our policies and risk assessments, through interviews and worker surveys.

**Enhanced due diligence on Coir:** Now we have mapped and risk assessed out coir production, and identified it as a salient risk in GNFR, we want to conduct enhanced HRDD on this product. We are

planning further engagement and capacity building of coir suppliers, along with visits to the growing and production regions

**Enhanced support for agency workers in our own operations:** We are planning on rolling out enhanced worker interviews, focused surveys for agency workers and a cohort of modern slavery champions within our own operations in 2026.

**Senior Leadership Training:** A training goal for 2026 is to review and update our training for our senior leadership, to ensure that they are aware of the emerging and latest human rights risks that are faced by the business and its supply chains.

**Responsible Sourcing Collaboration in Morocco:** Following on from a successful, multistakeholder visit in 2025 and the establishment of a collaborative initiative, we will continue to engage with our Moroccan supply base on the importance of collaboration on worker rights. We will support planned in-person events with grower and worker representation, with the aim of assessing the opportunity for an independent responsible sourcing hub.