Wealmoor Modern Slavery Statement

2024



Maximising our impact to provide positive benefits for people in our UK operations, end-to-end local and global supply chains and communities.

FOREWORD

Wealmoor, a second generation family owned business, founded by Rati & Vilas Dhanani arriving in the UK from India via Kenya in the early 1970's, have personal experience of how equality, diversity and inclusion as a core principle of its operations can bring knowledge and opportunities to mobilise communities out of poverty. Our heritage and our values are central to who we are and The Wealmoor Way®. Our culture is built on a strong foundation of treating people fairly, recognising talents of all our colleagues and their different backgrounds, skills, perspectives, thoughts, beliefs and experiences. Our colleagues are respected, supported and encouraged to develop with equal access to opportunities to enable them to thrive individually, finding their meaning in life, and to contribute to the success of the business.

We're incredibly proud of the exceptional strength of community in our work places, how people lean out to each other in the work place for friendship, belonging and emotional support. So many familiar stories shared of migration, years of service at Wealmoor, personal and career development with positive impact not only on themselves but their families too. Often, these recounts would highlight that Wealmoor provided them with their first stable employment after arriving in the UK with the opportunity to grow and also providing Wealmoor with long service.

It gives me immense pride, joy and satisfaction that no matter what the scale of our business is, we remain true to our founding principles of treating people individually and fairly where everyone matters.

Wealmoor Modern Slavery Statement concerns all companies within our food group held by Lotus Flower Holdings (LFH), including Wealmoor, Herbfresh, Radville Farms and Tropical Growers Export. The statement for the financial year ended 2 April 2024 has been published in accordance with Section 54 of the UK's Modern Slavery Act 2015. It sets out the steps taken by us during our 2023/24 financial year to prevent Modern Slavery and human trafficking within both our UK and global businesses and supply chains. This statement also outlines how we have implemented a range of activities during this period to deliver on the targets set out in our previous Modern Slavery Statement and identifies our business priorities for the financial year ahead.

This statement outlines how Wealmoor's wider approach to trading and human rights is key in identifying and addressing Modern Slavery. As well as identifying risks, our aim is to identify where we can maximise our impact to provide positive benefits for people throughout our UK operations, end-to-end local and global supply chains and communities.

The Wealmoor Way® - Our People

We are extremely proud to attract like-minded, skilled, knowledgeable, expert People who are proud to share our purpose and values.

OUR PURPOSE

"To be the UK's most successful ethical, collaborative and customer-focused fresh produce company"

OUR PILLARS

People

Improve the lives of workers and communities within the countries where we source and operate

Planet

Reduce our environmental impact to leave the planet in a better place for future generations

Profit for Purpose

Grow volume and maximise profits to reinvest into our long term supplier partners

OUR VALUES



Community & environment

We work hard to make a positive impact on the world around us. We do this by continually investing in our communities and environment, and by supporting the wellbeing and future welfare of our people.



Entrepreneurial & passionate

We always look for ways to grow and develop our business, and to improve what we do. In fact, being entrepreneurial and passionate lies at the heart of Wealmoor and the way we work.



Empathy & win-win

We identify with creating long-term, meaningful and mutually beneficial relationships with our growers, suppliers, customers and employees. We want to create a positive difference for all.

OUR MISSION

"To sustainably grow and source, market and deliver high-value fresh produce, while making a positive impact on communities and local environments."

Simply put, we want the best for our customers, our people, our farmers and our communities.

Modern Slavery is a complex issue to identify and address. It involves multiple challenges and hidden aspects that no organisation can easily tackle alone. Labour exploitation is a spectrum ranging from Modern Slavery to decent work. Modern Slavery continues to increase globally, with updated figures released estimating that 46.6 million people were living in Modern Slavery in 2021, of which 27.6 million were in forced labour.

At Wealmoor, we believe that by focusing on providing decent work to reduce workers' vulnerability to labour exploitation, we can help to prevent and tackle Modern Slavery. In fact, we work to continuously improve our policies, risk assessment, monitoring, evaluation and reporting systems to better understand and reduce worker vulnerability throughout our UK operations and local and global end-to-end supply chains.

We believe in long-term, ethical, collaborative, sustainable end-to-end responsible relationships with all of our growers, customers and colleagues, all of which form part of our Company's Purpose, Mission and Values.

The Wealmoor Way® –
Our Responsible Business Plan

At Wealmoor the journey for change has already begun. For many years we have worked in partnership with global and local communities to put the United Nations Sustainable Development Goals (UNSDG) at the heart of what we do. UNSDG are recognised as the foundation on which to drive positive change and address the challenges societies face, now and into the future. Our current approach already positively impacts the majority of the UNSDG, either directly or indirectly.



The Wealmoor Way® has been designed to help us plan and run our businesses responsibly. With our Purpose, Mission and Values at the heart of this, we're able to make a positive impact on the world and to create a real point of difference. In fact, The Wealmoor Way® not only helps us to tackle Modern Slavery, but also enables us to achieve greater transparency and a continued level of improvement among our people, communities, suppliers and customers.

We recognise that the abolition of Modern Slavery requires an ongoing, collaborative effort. That's why, as a forward-thinking business, we aim to lead the way in respecting and promoting human rights as well as developing excellent labour practices throughout our businesses and supply chains.

Wealmoor is committed to being a loved, trusted and respected family business by treating people fairly at all times.

Leena Malde

Leena Malde
Executive Chair

Definitions of Key Terms

Bonded Labour
Where a person is forced to work and unable to leave because of a debt.

Decent Work
Work that is productive and delivers a fair income, workplace security, social protection, prospects for personal development and social integration, and freedom for people to express their concerns, organise and participate in the decisions that affect their lives. It also offers equality of opportunity and treatment for all women and men.

Ethical Trading Initiative (ETI) Base Code
An internationally recognised set of labour standards to drive improvements in working conditions. Working with our suppliers and others, we seek to ensure good working conditions in all of our operations, from both local and global end-to-end supply chains, in line with this ETI Base Code and report on progress against agreed targets each year.

Freedom of Association
The rights of workers (and employers) to form and join organisations of their own choosing.

Human Rights Due Diligence Framework/Approach
An on-going risk management process used by a company to prevent, identify and act on actual and potential risks for workers in its own operations, supply chains and the services it uses.

Living Wage
A wage that allows a worker to afford a decent standard of family living, with a little extra contingency.

Modern Slavery
Exploitative situations that a person cannot refuse or leave because of threats, violence, coercion, deception and/or abuse of power.

Participatory Audits
Workplace assessments designed to understand working conditions at a particular work site. A participatory audit makes sure that workers on-site are fully involved in the assessment.

The Wealmoor Way® – A Responsible Business Plan
Our collective Mission, Purpose and Values.



Performance Review

In 2023/24 we aimed to broaden our Modern Slavery programme, constantly improving it to increase its impact. The following table summarises our progress against this programme.

Objective	Business Commitment	Established	Delivered FY24	Ongoing / Continuous Improvement FY25
Prevention	Due Diligence	Any labour provider that we use must be licensed under the Gangmasters (Licensing) Act 2004 (GLAA).	✓	
		Ensure appointed labour provider notifies us each and every time they have a visit or inspection from the GLAA and tell us about the outcome.	Be registered on Active Checks for regular updates and notications of any changes in our labour provider's status with GLAA.	Agencies are registered for regular updates and notifications of any changes in labour providors statues with GLAA.
		Have in place a comprehensive Service Level Agreement with appointed labour provider.	✓	
		Ensure we are paying our labour provider enough to meet the minimum legal wage requirements and other associated costs.	✓	
		Conduct regular audit of our labour provider to ensure they continue to act responsibly.	Take action to embed a zero tolerance commitment towards Modern Slavery.	We are also including agency worker interviews as part of our continued progress.
Trusted Environment	Knowledge Base, Capacity Building	All staff fully briefed during Induction on the Modern Slavery Act 1954 and Ethical Trading Initiative Base Code.	✓	
		Enhanced site compliance team capability to support monitoring, evaluation and reporting of risks at our UK Depots.	✓	
	Refer a Friend Scheme	Social isolation can affect people's physical and mental health. It can also increase vulnerability to exploitation, particularly if they are made to feel valued and are offered a sense of companionship. In most cases, strong family and friend relationships are a protective factor. That's why we have in place our successful Refer a Friend scheme. The scheme aims to support colleagues by providing potential work for people they are close to.	31 candidates applied through Refer A Friend Scheme.	
	Labour Supply Channels	Continue to closely monitor and understand evolving risks by mapping and risk assessing labour supply channels.	✓	
Tackling Modern Slavery in UK and Supply Chains	Raise Awareness	Processes, Internal & External Platforms	✓	To identify the risks in our supply chains, we will conduct human rights risk assessments, audits, and supplier assessments. In FY25, we continued to carry out several on-site ethical risk assessments in high-risk categories. This has helped us to identify where weak legislation or lack of local compliance increases the risk of Modern Slavery and has led us to introduce additional requirements to ensure suppliers meet our standards.
	Grievance Mechanism	Confidential Internal Reporting System	Set up an independent external confidential reporting service that operates 24 hours a day, 365 days a year enabling our people to report at their convenience, any time any day.	

Objective	Business Commitment	Established	Achieved FY24	Ongoing / Continuous Improvement FY25
Tackling Modern Slavery in UK and Supply Chains	In Partnership With Others	As members of The Association of Labour Providers (ALP) we have access to valuable advice, resources, training and guidance for our business which helps us improve our compliance functions and industry knowledge. The ALP provides excellent information and guidance in a complex and ever changing business environment.	We continue to participate actively in the FNET Raw Materials and Services working group where members seek to collaborate on issues associated in the industry. Support and engage with memberships to broaden Wealmoor's Modern Slavery collaborations and share learnings and experiences.	Engage compliance team to support increased monitoring frequency and evaluation of our supply chain through the Sedex platform in response to dynamic risks associated with Modern Slavery.
	Farm Seasonal Workers	Work with labour providers that have been awarded the Farm Seasonal Worker Scheme license to operate	Attend Farm Seasonal Workers scheme road show to enhance our on farm supervisors knowledge of developments to the UK Grower Farm Seasonal Workers, increasing internal knowledge on addressing key UK challenges locally. Training on development through a train-the-trainer session to support on-farm, start of season supervisor training modules practically focused on worker interactions in the field.	Full utilisation of the Gateway platform for all seasonal workers, providing centralised and trasnparent process. Ensuring compliance with ethichal hiring standards to ensure wrokers are recruited fairly and safely.
	Policy and Governance	Update and enhance policies relevant to Modern Slavery risk mitigation as required to ensure compliance.	✓	Large quantities of our products are sourced from business partners who grow and pack the products themselves, continuing our strategic, long-term relationships with them is essential to best-practice Sustainability performance. We are continuously working to ensure that our standards and requirements are implemented beyond our first-tier suppliers and at the production level. To ensure long-term relationships with business partners who have good sustainability performance, we will conduct an annual supplier Evaluation. This approach goes beyond audits and uses indicators to assess our business partners' social and environmental compliance management systems, as well as the performance of their farms or production facilities.
	Collaboration & Impact	Suppliers aware of Modern Slavery risks and their commitment to detect and mitigate.	Utilise third party membership benefits to provide our suppliers with useful resources and guidance to help drive continuous improvement across our supply chain.	



The Wealmoor Business

Business Structure

Our heritage and our values are central to who we are and The Wealmoor Way®. Our culture is built on a strong foundation of treating people fairly, recognising talents of all our people and their different backgrounds, skills, perspectives, thoughts, beliefs and experiences. We are very proud, that while our people largely represent diverse beliefs and backgrounds, they share in our core values.

Wealmoor is a global, second generation family-owned fresh food business with deeply integrated growing operations and supply chains. The business was founded in 1973 and has a rich heritage in primary agriculture. We are focused on end-to-end management of key product areas including fresh speciality vegetables, tropical fruits, ingredients & herbs.

With a range of owned, out-sourced and close collaboration sourcing supply chain models located both globally and locally within the UK, today we operate across many developing countries* working with a significant number of partner suppliers* whilst employing over 3600 people within our own grower base.

Wealmoor is internationally recognised as one of the leading fresh produce brands in the UK, with an annual turnover of £182 million*, selling a range of speciality fresh fruit and vegetables including freshly prepared produce into the major retail, wholesale and food service sectors within the UK and Europe. It employs several hundred staff , within its packing facilities situated across Greater London and Warwickshire, and its farming operations across Surrey.

*Correct as of financial year ended 30th March 2024.

Products

The main product categories supplied by Wealmoor include:



Speciality Vegetables



Ingredients



Herbs



Exotic Fruit

Wealmoor in Numbers 2023/24

Our products are sold into retailers, processing, food service and wholesale markets. Consumer channels include large and convenience stores, restaurants, food markets and online platforms.



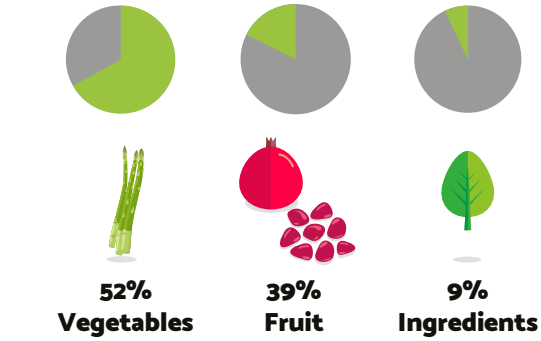
5 Continents



Fifty Countries



3600 Individual Growers



wealmoor

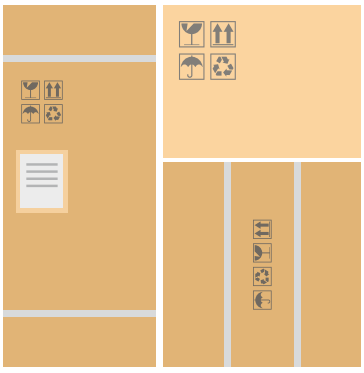
48m KILOGRAMS OF PRODUCE



We're recognised as one of the leading fresh produce suppliers.

201m units resulting in 182m sales





Number of Suppliers 266

89% International

11% United Kingdom

Number of Customers 144



We're a multi-brand food group that's committed to generating positive economic, social and environmental impact.

Our Supply Chains

Our heritage and values established by our co-founders Rati & Vilas Dhanani have endured and remain central to maintaining our ability today to supply high-quality produce from communities that have been mobilised through the establishment and growth of agricultural activities.

We conservatively estimate that our business has positively impacted the lives of over 300,000 people worldwide and continues to do so.

We source produce from continents around the globe such as North and South America, the Indian subcontinent, Africa, Asia and Europe. A proportion of product is sourced internationally from owned sources with the remainder sourced from growers with whom we have established long-term, collaborative relationships.

Wealmoor works with suppliers who share the same values and who are conscious of the impact they have on their workers and local communities.

Our top 10 sourcing countries by gross sales value during the financial year 2023/24 were:

Top 10 Sourcing Countries
1. Kenya
2. Peru
3. UK
4. Brazil
5. India
6. Egypt
7. Spain
8. Mexico
9. Morocco
10. Gambia

The above includes owned and non-owned sources



Supplier Tiers

Wealmoor categorises its grower base into tiers as a means to map its supply chains in order to support continuous improvement in transparency, identification of risks and accuracy of risk assessments.

Tier 1	Suppliers are organisations with whom we have ownership off whether wholly or in part or have a substantial strategic relationship.
Tier 2	Suppliers are those managed by our Tier 1 suppliers due to their limited scale.
Tier 3	Suppliers maybe managed by our Tier 1 suppliers but also include range of non-produce suppliers.



ESTABLISHED INITIATIVES

Business Policies, Procedures and Practices – Modern Slavery and Human Trafficking

Wealmoor is fully engaged in supporting and upholding human rights and has policies, procedures and practices in place to help safeguard against Modern Slavery, forced labour and human trafficking of any kind in its business and operations.

Provisions to tackle issues relating to Modern Slavery feature in our policies for our people and for working with our suppliers. These policies aim to ensure that people working for us, and for our direct and indirect suppliers, receive fair treatment and decent working conditions. Policies are prepared and implemented by our Executive Chair, Head of Compliance & Quality and HR/People management.

1. Policies for Wealmoor's people

Wealmoor's internal policies and procedures are accessible to our people via our Intranet, HR/People team and during formal induction at start of employment. Complemented with periodic refresher training program and tool box talks.

2. UK Sites Compliance

All our relevant UK sites are registered on the Sedex platform and registered as "AB" membership indicating direct suppliers to retailers. We must have a completed annual self-assessment questionnaire (SAQ) to support the defining of a risk rating of low, medium or high.

Wealmoor reviews its SAQ results by site to ensure a low-risk is always maintained.

3. Recruitment and Awareness

Employment of casual labour through agencies is considered to be an area that is at high risk of slavery or human trafficking within the industry. Which is why one of the key points of difference at Wealmoor is that we favour direct recruitment, permanent employment of all our staff, despite additional time and resources involved. Use of casual labour through agency is seldom, restricted to managing high incidence of sickness absence, forecast accuracy or inherent national challenges in labour supply. We work closely with GLAA approved, reputable labour providers to ensure continuously meeting our baseline requirements.

It is recognised that one of the greatest risks of Modern Slavery to the Wealmoor business is the occurrence of hidden third parties engaged in the exploitation of workers. Efforts to understand recruitment channels through mapping and training to improve the capabilities of those involved in recruitment to identify where there may be hidden intermediaries are two areas of focus for the coming financial year.

Wealmoor's recruitment process fully incorporates completed application form, CV where available, always face to face on site interview, robust checks to ensure adherence to employment age and right-to-work laws, and best-practice standards maintained to vet identity, bank account, NI number and current address.

Wealmoor's employment policies and Employee Handbook form part of our people induction process. Our people must confirm that they are committed to, and will participate in, continuous training on these policies where required. Our people must behave in a way that reflects our business values.

4. Working Hours

Wealmoor complies with the requirements of the Working Time Directive (WTD) and achieve the points set out within the ETI base code (Point 6 – Working hours are not excessive). All supervisors have received briefings on working hours to ensure they have a full understanding of the requirements of the WTD and ETI base code and a commitment to manage people working hours to achieve these.

Wealmoor has policies and data reporting tools relating to voluntary overtime as a means to further improve people options while being able to document data more effectively to proactively help prevent any unplanned incidents of people working excessive hours. Incidents of planned excessive hours may be reluctantly approved under rare exceptional adhoc circumstances only and in so doing closely monitored and controlled with additional risk assessment in place as directed by Senior Leader.

Wealmoor has supported this with people briefings that help to explain the principles of what working hours and overtime are and what their options are. Wealmoor will continue to review policies and reporting systems and improve where there are any opportunities to do so. Any changes to working hours will continue to be mutually agreed with our people and fully documented within employment contracts.

5. Diversity and Inclusion

Wealmoor fully support diversity and inclusion within the workplace. As part of The Wealmoor Way®, our Responsible Business Plan, there is a commitment to help deliver sustainable development goal 5 relating to gender equality:

Wealmoor is close to having an almost equal split on gender with 57% of our people male** and 43% of our people female**. Further to this, Wealmoor has a significant range of different nationalities working within its UK sites.

** Correct to 30th March 2024 for full-pay relevant People under Gender Pay Gap reporting requirements.

As a business, Wealmoor supports the celebration of diversity each year with an annual Diwali lunch which takes place at all UK sites. People are welcomed to come together and enjoy a traditional lunch and celebrate the festival of lights. It's a great opportunity for our people to learn about different cultures, and it has become one of the key annual events for our people.

Wealmoor also engages in and helps to promote established diversity and inclusion events including International Women's Day with communications via both internal and external platforms. The opportunity to promote the key messages and raise awareness for events relating to diversity and inclusion is something that Wealmoor will continue to support. Diversity and inclusion is something that as a business Wealmoor is both proud of and determined to promote and maintain.

6. Training and Capacity Building

Identifying and tackling Modern Slavery is the responsibility of the many. Wealmoor recognises that the ability for our people to do this must be supported through effective training and capacity building. Training is an area that Wealmoor continually look to focus on and further enhance. Our goal is to ensure continuous learning and development mindset accompanied with necessary resources to facilitate sustained impact. All permanently employed new starters must complete a full day of induction which covers Modern Slavery Awareness. This awareness program is discussion based, highlighting the key indicators to be aware of, location of posters, access to confidential helpline and HR surgeries for internal reporting.

Our partnership and investment into implementing effective whistleblowing solutions with SeeHearSpeakUp provides a safe, secure and supportive environment to encourage whistle-blowers to speak up and be heard. Key colleagues across our sites have been trained in Modern Slavery Awareness, with content provided by Stronger Together and this is refreshed and extended as required.

7. Risk Assessment Management

The war in Ukraine, in addition with extreme weather events, has been a significant driver of high input cost leading to raw material shortages. In reaction to this, we have updated our risk assessment for specific countries of concern for close monitoring and evaluation. We have maintained our close working relationships and active dialogue with suppliers: enabling alternate supply or proactive development where necessary, whilst still following our thorough quality and ethical approval standards.

We also recognise the challenges of high inflation within our supply chains and whilst we are actively working to minimise the impact of this for our customers and consumers, we are committed to paying a fair price to our suppliers. Our risk assessment includes analysis of our key raw material suppliers (those that represent significant volumes or value to the business) against forced labour risks, using information from the Sedex management controls in our supply chain, industry expertise and commercial relationships. This ensures our ethical trading programme focuses efforts on areas of highest risk and where we have the leverage and potential to drive positive change.

As part of our ethical trading strategy, we have committed to seeking out and addressing all instances of forced labour by:

- Taking action to detect current and emerging indicators of forced labour.
- Providing coordinated approaches with suppliers that aim for effective, proactive and support for our suppliers with inadequate approaches to improve.

As a result, we will be better prepared to prevent forced labour, having a positive impact on its people and communities within its local and global supply chains.to improve and trade with suppliers doing the right thing to protect workers.

Evolving our approach
We continue to develop our approach and respond to associated risks as they are represented through our data. In the last 12 months we have worked to further understand the data points provided to us via supplier self appraisal, audit, and resources such as open-source data. With this approach, we hope to gain an understanding of risk both with our in-scope supply chain and tiers.

8. Policies for Wealmoor Suppliers that supports our risk management activities

Wealmoor upholds its duty to ensure that supplier partners uphold ethical sourcing practices. To support this, a series of information sources and practical measures are utilised to help ensure that the business does everything practically possible to make certain that those working within the supply chains are able to fully exercise their human rights. These include:

All growers supplying product into Wealmoor are subject to comprehensive due diligence checks, which will include most if not all of the following:

Wealmoor Technical Supplier Approval Pack (WTSAP)
The pack covers a number of areas relating to human rights and ethical standards such as food safety and ethical compliance.

ETI Base Code
Suppliers must formally commit to work to the principles of the ETI Base Code, which is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice.

Supplier Ethical Data Exchange (Sedex) – All suppliers must be registered on the Sedex platform and registered as "B" members indicating direct suppliers to Wealmoor. All Tier 1 suppliers must have a completed annual self-assessment questionnaire (SAQ) to support the defining of a risk rating of low, medium or high.

Wealmoor reviews suppliers' SAQ results to ensure a low- or medium-risk status is maintained. Any supplier that shows a high-risk rating will be supported by Wealmoor to reduce this to an acceptable level as part our commitment to develop good farming practices, human rights and ethical standards and to empower local communities within developing countries

Any supplier that is unwilling or unable to work with Wealmoor to reduce their high-risk rating will be warned in advance of actions taken if there is no change and, if necessary, delisted as a supplier of goods into the business.

SMETA Audits
Where a SMETA audit is required (based on Sedex risk rating and/or customer requirements), this will be communicated accordingly. The type of audit will be stated by Wealmoor and will follow either a second- or third-party audit protocol. Audits are conducted by trained and certified auditors.

Any sites with non-conformances upon audit are closely monitored until fully compliant and their risk assessments updated.

Wealmoor Visits / Audits
Undertaken on basis of the outcome of the Wealmoor risk assessment, at the request of technical or procurement functions or customers and/or as a result of industry events. Wealmoor appreciate the need for support visits in addition to third-party audits to improve understanding and the sustainability of action(s) taken.

Wealmoor Ethical Sourcing Strategy
The sourcing strategy details the requirements of Wealmoor and the grower in relation to ethical compliance including the supplier approval and on-going compliance process.

Wealmoor Supplier Risk Assessment
The risk assessment is reviewed and updated on an annual basis unless incidents and/or industry events require a more frequent review to be undertaken. The risk assessment considers a number of factors, including ethical compliance, to categorise growers into low, medium and high risk.

In addition to the scheduled annual review, the risk rating of the Wealmoor grower base is reviewed as and when updated information is supplied for the various considered factors i.e. updated SAQ result, updated SMETA audit results etc. The outcome of the risk assessments is used to support the annual grower audit/visit plan with the aim of supporting growers to improve compliance through enhanced understanding of requirements and resolutions.

9. Reporting and Communication

Wealmoor understands and appreciates the benefits of sharing updates to both internal and external stakeholders on items relating to ethical compliance.

Within Wealmoor, there are a number of ways in which information on the subjects of Modern Slavery and ethical compliance may be shared including:

- Business Briefings
- Board Meetings
- Senior Leadership Team Meetings
- People Communication Forums
- Trade Union Meetings
- Wealmoor Intranet
- Memos
- Tool Box Talks
- Noticeboards
- Digital signage

Collectively these help to ensure that the relevant information is shared to those that we employ while also ensuring those at more senior levels within the Wealmoor business have the detailed information available to enable effective action to take action where/if required.

Reporting systems are an area which have been identified by Wealmoor as an opportunity to further enhance and, in addition to training, will be a key focus area for action in the 2023/24 financial year.



2024/25 COMMITMENTS

We are here to make a positive difference and believe in long term, collaborative and rewarding relationships with our customers, growers and people. Wealmoor works with suppliers who share the same values and who are conscious of the impact they have on their people , local communities and the environment.

We continue our engagement with industry groups and multi stakeholder initiatives to ensure a coordinated approach to tackle allegations of human rights abuses, co-operating in sharing intelligence and learning and to drive improvements across the industry.

As a member of the Food Network for Ethical Trade (FNET), we benefit from fortnightly group calls where members and external experts share best practice on issues such as managing human rights risks, developing resources to tackle recruitment fees, improving worker representation and human rights due diligence good practice. There is also support on specific food sector issues, including workers' rights in warehousing and logistics, seasonal worker risks and remediation processes. We have taken part in multiple working groups and research calls to support development and drive improvement of industry standards. These include Gender equity and empowering work working group in person event on Effective Grievance Mechanisms,

Even prior to the Covid-19 pandemic our industry faced a range of disruptive elements. Climate change and natural disasters, rapidly changing in-country dynamics and geo-political factors have all required careful management over a number of years. These factors have remained, however, the Covid-19 pandemic has taken further tested the rigour of these supply chains in an unprecedented way.

This has been countered by our unique and detailed end to end understanding of the entire supply chain, the resilience borne through our experienced teams, our values and the unique levels of integration with our grower partners, which has all been instrumental in our continued ability to deliver outstanding service, unparalleled growth and, substantially improving quality whilst doing so.

Our people are key to this. We take immense pride and comfort in the skills, knowledge and resilience of our operations colleagues, supervisory, management, leadership and head office staff who are actively complemented by new colleagues enhancing awareness, continuous improvement and diversity in our thought and ways of working. We passionately believe in directly employing our people in packing facilities for mutual long term benefit. Through our Brand Management & Operational Excellence programmes we have continued to ensure there is complete focus in delivering high quality products with full coordination and awareness of customer requirements across the supply chain.

Wealmoor is committed to delivering the following to further improve the business's ability to reduce the risk of Modern Slavery, better identify issues of Modern Slavery and improve the awareness of Modern Slavery risks and impacts:

- Close out outstanding commitments from the previous report which are in amber status.
- Enhance and expand training to key personnel in the business relating to Modern Slavery and/or ethical compliance.
- Establish effective reporting tools which can be used both within the Wealmoor business and externally.

While the above outlines how Wealmoor intends to tackle the issue of Modern Slavery and human trafficking, it is recognised that there is always more that can be done. Wealmoor remains committed to being recognised as an organisation that has a truly positive impact on its people and communities within its local and global supply chains.

Board Approval

Wealmoor Modern Slavery Statement is annually reviewed by LFH Board of Directors.