



Modern Slavery Statement

Berry Gardens Ltd
(trading as Driscoll's UK)

Financial
Year
2025

Driscoll's
Only the Finest Berries™

Table of Contents

INTRODUCTION	2
ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS	3
POLICIES ON MODERN SLAVERY	3
EXTERNAL PARTNERSHIPS	4
DUE DILIGENCE PROCESSES	4
SupplierRiskAssessments.....	5
Supplier/Grower Audits	5
Agency Audits	5
Worker Voice Survey	5
SEDEX Self Assessment Questionnaire	5
Summary	6
TRAINING AND RAISING AWARENESS	6
MEASURING EFFECTIVENESS	7
PRIORITIES FOR THE NEXT 12 MONTHS	7

INTRODUCTION

In accordance with the UK Modern Slavery Act 2015 (the 'Act'), Berry Gardens Ltd, trading as Driscoll's Maidstone, sets out the actions taken during the fiscal year January to December 2025 to prevent modern slavery and human trafficking within our operations and supply chains.

This statement reflects our ongoing commitment to doing the right thing, operating responsibly, respecting human rights, and upholding strong ethical standards across all areas of our organisation. We recognise that modern slavery and human trafficking are complex and evolving challenges, and we remain focused on strengthening awareness, transparency, and accountability throughout our company.

We are committed to conducting our business with integrity and to creating an environment where respect for every individual is fundamental. Our approach is one of zero tolerance. We actively support our employees and workers to recognise the signs of modern slavery and to speak up with confidence, knowing their concerns will be handled safely and responsibly.

Over the past year, we continued to strengthen our approach through targeted initiatives that allow us to enhance our standards. These measures, outlined in this statement, demonstrate our ongoing efforts to address modern slavery risks and to build a more transparent and responsible supply chain.

Looking ahead, we will continue to drive this progress by collaborating closely with our partners, stakeholders, and industry peers. At Driscoll's, we believe that supporting people's wellbeing is essential to creating a safe and respectful workplace. In 2026, we will be strengthening our focus on wellbeing by providing all employees and workers with access to a new Employee Assistance Programme (EAP), which offers free access to therapy and coaching sessions, and self-guided tools. These resources are available to help our people navigate both personal and professional challenges, and to ensure they feel supported, heard, and valued.

We are also investing in inclusive development opportunities. Through AI-enabled language learning, we are helping employees develop language skills so they can take part more confidently at work and in society. This contributes to career growth and creates more equitable access to opportunities, especially for employees and workers who do not speak English as a first language.

Together, we continue to strengthen how we manage risks and help prevent modern slavery, while supporting the wellbeing and growth of everyone connected to our business.

This statement was approved by the
Driscoll's EMEA Leadership Team

Ellen van der Wees

VP of HR – Driscoll's of
Europe, Middle East and
Africa
May 2026



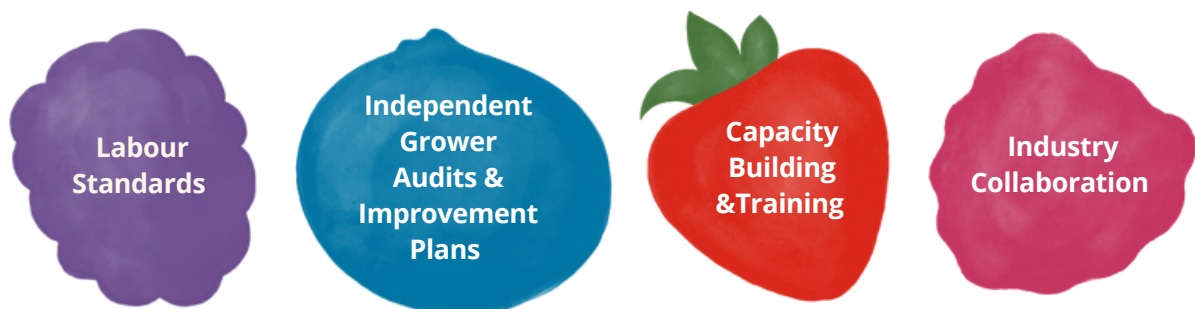
ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Berry Gardens Ltd, has been part of Driscoll's since 1 November 2022. The business supplies both UK-grown and imported fruit to retailers, wholesalers, and catering outlets. Our UK headquarters is based in Kent, where we directly employ over 420 employees.

Driscoll's brings more than 100 years of farming heritage and works with hundreds of independent growers across the world. We are dedicated to producing high-quality strawberries, blueberries, raspberries, and blackberries, and are recognised as the global market leader in fresh berries, grown in over 22 countries and sold in more than 60.

Given the global nature of our operations, parts of our supply chain extend into regions where there may be an increased risk of modern slavery. While a significant proportion of the wider Driscoll's workforce is employed by our independent growers, we recognise our responsibility as a trusted brand to promote fair and respectful working conditions across our entire supply chain. We are committed to ensuring that all workers connected to our business are treated with dignity and that working within the Driscoll's network is a positive and rewarding experience.

To mitigate risks within our supply chain, we work in close partnership with our suppliers and adopt a transparent, structured, and sustainable approach to addressing modern slavery. Collaboration is central to maintaining high standards and driving continuous improvement. Our labour programme is built around four key pillars:



Maintaining, implementing and monitoring our standards and practices in the UK is led by our HR, Operations, Social and Environmental Impact and Compliance teams supported by the local and EMEA business unit management teams.

POLICIES ON MODERN SLAVERY

We have several internal policies (as part of Driscoll's Code of Conduct) including: Preventing Hidden Labour Exploitation Policy and our Whistleblowing Policy that support our aim of preventing Modern Slavery within our organisation and supply chains. We also have our labour standards which define Driscoll's core workplace principles and expectations in relation to employment and prevention of modern slavery which apply to all workers in our supply chain, with no distinction. Our implementation efforts of these standards focus on providing protection to the most vulnerable employees of our enterprise, particularly those workers who are migrant and work on a seasonal basis. Our labour standards are based on the International Labour Organisation (ILO) Conventions and Recommendations, the SEDEX Members Ethical Trade Requirement (SMETA), the Global Social Compliance Program (GSCP) standard, the Business

Social Compliance Initiative (BCI) standard, local legislation and a collaborative review of agriculture- specific standards from several non-governmental organisations.

We expect all organisations we work with to uphold the human rights of their employees and workers, and to take appropriate, proactive steps to prevent modern slavery within their own operations. We are clear in our expectations and will not knowingly engage with any business that fails to meet these standards.

We are a member of SEDEX and are independently audited against its standards.

Alongside the policies specifically addressing modern slavery, we have robust grievance mechanisms in place and take all allegations of policy breaches seriously and investigate them thoroughly.

We also provide access to an independent and confidential whistleblowing service, enabling employees, customers, and suppliers to raise concerns safely and without fear of retaliation. This service is accessible in multiple languages and through a range of channels, including a dedicated multi-lingual phone line, helping to ensure that language or communication barriers do not prevent individuals from speaking up.



We take a
ZERO-TOLERANCE
approach

EXTERNAL PARTNERSHIPS

Modern slavery is a complex global issue that cannot be addressed in isolation. Collaboration is therefore central to our approach. One of Driscoll's core values is the humility to learn from and work alongside others, and this is particularly important when tackling modern slavery.

We actively partner with specialist organisations, including Stronger Together, with whom we are currently renewing our Business Partner status. We also work closely with suppliers, peers, and industry bodies through forums such as the Food Network for Ethical Trade (FNET), enabling us to share insights, align standards, and drive collective progress.

In addition, we actively contribute to and collaborate with a range of industry groups and initiatives, including:

- Spanish Ethical Trade Forums (AFCE),
- Seasonal Worker Scheme Taskforce (SWSTF); active members of Workstream B - Due Diligence and Good Practice during Recruitment on Farm and the newly formed Hardship Fund workstream which has resulted from collaboration to develop a tangible solution for remediation of the Employer Pays Principle,
- Due Diligence and Good Practices during Recruitment and On Farm (part of workstream),
- Fresh Produce Consortium (FPC); we are active members of the sustainability group,
- Food Network for Ethical Trade (FNET); members of Developing Common Due Diligence Tools Working Group and Empowering Working Group

DUE DILIGENCE PROCESSES

We have several due diligence processes to help us manage the risk of Modern Slavery in our own business and in our supply chains. Our Labor Standards are reinforced through training, onboarding, and visible materials. Social audits, based on country and site risk, are conducted internally and externally. Non- compliance prompts corrective action, with ongoing issues leading to supplier exclusion.

Our due diligence processes include:

Supplier Risk Assessments

We risk assess all of our suppliers through industry relevant bodies and conduct business to the Ethical Trading Initiative (ETI) principles. Audits are carried out by trained auditors on a periodic basis depending on risk.

Supplier/Grower Audits

We work closely with our grower base to monitor worker welfare and ensure the international standards, in country law and industry expectations are met. We carry out compliance checks which include checking pay meets required minimum standards with no unexplained deductions, labour practices, health and safety, farm contracts, accommodation standards, grievance mechanisms and ethical training across the growers' management teams.

We pro-actively promote guidance, training and tools in line with industry best practices such as the Just Good Work App, Responsible Recruitment Toolkit and UK Grower Seasonal Worker Toolkit.

Growers are SEDEX members and are SMETA audited as per guidelines.

In some parts of our supply chain, depending on risk we also conduct specific social audits, engaging directly with workers. Worker input is a critical component of our social audits and they are engaged in both group and individual interviews across a representative sample of workers, including reaching vulnerable groups such as pregnant women, migrant workers and indirectly employed workers.

Agency Audits

Our HR team carry out regular audits annually on our temporary labour providers and assess them for statutory compliance in line with UK legislation, GLAA licensing standards, their adherence to ETI Base Code, Agency Worker Regulations and other general employment and financial legislation.

All non-conformances are recorded and have to be closed out within agreed timescales. Serious non-conformances, particularly in relation to Modern Slavery concerns could result in termination of contract.

Worker Voice Survey

Our workforce have the opportunity to take part in employee voice surveys which gives them the chance to raise concerns anonymously and give us an understanding of how engaged they feel.

SEDEX Self Assessment Questionnaire

We ensure that our Self Assessment Questionnaire on SEDEX is regularly updated so our customers and suppliers can see what measures we have in place and what we are working to achieve.

Summary

We feel the measures we have in place are a strong foundation for us to continue to build upon and demonstrate our commitment to preventing Modern Slavery within our business and to being transparent and collaborative with our policies and procedures.

TRAINING AND RAISING AWARENESS

We work hard to continually raise awareness of Modern Slavery and employee rights amongst our colleagues and agency workers from the point of induction. We utilise resources from Stronger Together to ensure that information is delivered in employees and workers native languages where possible.

We display multi-language posters around site, including on the back on toilet cubicles with information about Modern Slavery, including indicators and how to get help if it is needed.

To mark Anti-Slavery Day, we launched a company-wide awareness campaign to educate and engage our workforce on the realities of modern slavery. An informative email was distributed to approximately 200 employees with email access, highlighting the global scale of modern slavery, signposted resources and encouraging vigilance and awareness.

In addition, we delivered an in-person awareness presentation to over 200 colleagues, including both employees and agency workers in our Production, Quality and Warehouse teams. The session focused on recognising the signs of modern slavery and provided clear guidance on how individuals can seek help if they suspect they or someone else may be at risk.

To further promote engagement, we invited all employees to participate in an Anti-Slavery Day word search. With prizes on offer, the word search served as an interactive way to deepen understanding of modern slavery and reinforce key messages from our awareness efforts.

Our head of Compliance, EMEA and some other members of the compliance team attended the annual Moderns Slavery Intelligence Network (MSIN) conference in 2025.



MEASURING EFFECTIVENESS

Over the last 12 months we have been monitoring the KPIs we implemented and will continue to monitor them over the coming 12 months for improvements. We will also continue to review and take feedback on whether there are any other KPIs that we could use to help us measure our effectiveness.

The KPIs we have been monitoring are:

- Year-on-year improvements on the Stronger Together Progress Reporting Tool
- Maintaining and/or improving upon our Stronger Together Business Partner status
- Hosting an annual modern slavery awareness event and increasing attendance year-on-year

PRIORITIES FOR THE NEXT 12 MONTHS

Over the next 12 months our plans include:

- Hosting another Modern Slavery awareness event in October during Anti-Slavery week
- Train more managers and supervisors in Modern Slavery Awareness
- Continue to monitor and track progress through our KPIs
- Maintain our Stronger Together Business Partner status
- Continue to collaborate with and raise awareness of the issue with suppliers, customers and other industry groups

The background of the card is decorated with several stylized illustrations of berries and leaves. In the top left is a large red strawberry with a green stem and two leaves. To its right is a single green leaf. Further right is a large purple raspberry. Below the strawberry is another green leaf. In the center is a blueberry. To the right of the blueberry is another green leaf. Below the blueberry is a large red strawberry. To the left of this strawberry is a large purple raspberry. To the right of the strawberry is a pink raspberry. At the bottom left is a blueberry. At the bottom center is a green leaf. At the bottom right is a yellow lemon with two green leaves. The text "Thank you" is centered in the middle of the card in a green, cursive font.

Thank
you

Driscoll's
Only the Finest Berries™