Modern Slavery & Human Trafficking Statement

Angus Growers maintains a zero-tolerance approach to all forms of slavery and human trafficking. We are committed to upholding and promoting fundamental human rights across our business operations and supply chain. This commitment is embedded through a range of robust policies, procedures, and processes, including:

- Acceptable Workplace Behaviour
- Anti-Bribery and Corruption
- Ethical Trade and Human Rights
- Equality and Diversity
- Grievance
- Modern Slavery Response Procedure
- Preventing and Managing Risks of Hidden Labour Exploitation
- Responsible Recruitment Policy

Our Ethical Trade and Human Rights Policy is reviewed annually and is aligned with the principles of the International Labour Organization (ILO) and the Ethical Trade Initiative (ETI) Base Code. These policies reinforce our responsibility to identify, prevent, and remediate adverse human rights impacts within our operations and across our supply chain. We are committed to conducting business ethically, prioritising fair treatment, safe working conditions, and protection from exploitation for all workers.

We strive to build long-term partnerships with businesses that share our values and demonstrate a strong commitment to ethical practices and responsible recruitment.

<u>Due Diligence</u>

To uphold these standards, we require all Members and encourage our suppliers to be active members of SEDEX (Supplier Ethical Data Exchange), to maintain an updated Self-Assessment Questionnaire (SAQ), and to complete a SMETA (Sedex Members Ethical Trade Audit) within agreed timeframes using approved third-party auditors.

Our due diligence systems include:

- Development and implementation of relevant policies and training
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- Strengthening recruitment and onboarding processes to prevent infiltration by exploitative third parties
- Raising awareness of modern slavery indicators and reporting mechanisms
- Ensuring effective responses to suspected incidents to protect potential victims
- Conducting agency worker interviews and strengthening audits of labour providers
- Regular reviews of our human rights due diligence and risk assessments
- Identifying and addressing non-conformances with the ETI Base Code through worker interviews and audit findings
- Facilitating access to anonymous reporting tools for workers across our supply chain
- Collaborating on Corrective Action Plans (CAPs) with suppliers to address and resolve issues
- Enhancing risk mitigation efforts through supplier engagement, education, follow-up visits, and root cause analysis

Monitoring and Reporting

We are proud to be active participants in key industry initiatives, including the Food Network for Ethical Trade (FNET), and are a committed partner of Scotland Against Modern Slavery. Through these platforms, we support increased supply chain transparency and ethical trade practices, reinforcing our long-term supplier relationships.

Training and Capacity Building

To strengthen awareness and prevention of modern slavery and human rights abuses, our employees have completed training modules such as:

- *Stronger Together: Tackling Modern Slavery in UK Businesses*
- *Stronger Together: Advanced Tackling Modern Slavery in UK Businesses*

Additionally, we have developed and delivered bespoke training resources tailored to identified needs within both our domestic operations and international supply chain, enhancing our collective capacity to prevent exploitation.

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Future Commitments

Angus Growers is committed to continually strengthening our approach to combatting modern slavery. Our next steps include:

- Ongoing enhancement of our policies and operational practices
- Annual publication of a statement aligned with the United Nations Guiding Principles Reporting Framework
- Expansion of training initiatives across our business and supply chain
- Strengthening of stakeholder collaboration and engagement
- Continued mapping of our supply chain, including service providers
- Working to eliminate worker-paid recruitment fees from our operations

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and reflects our unwavering commitment to ethical conduct and the protection of human rights.

Angela Porchez

General Manager and Company Secretary

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