

Modern Slavery Statement: One Stop Stores

2024/25

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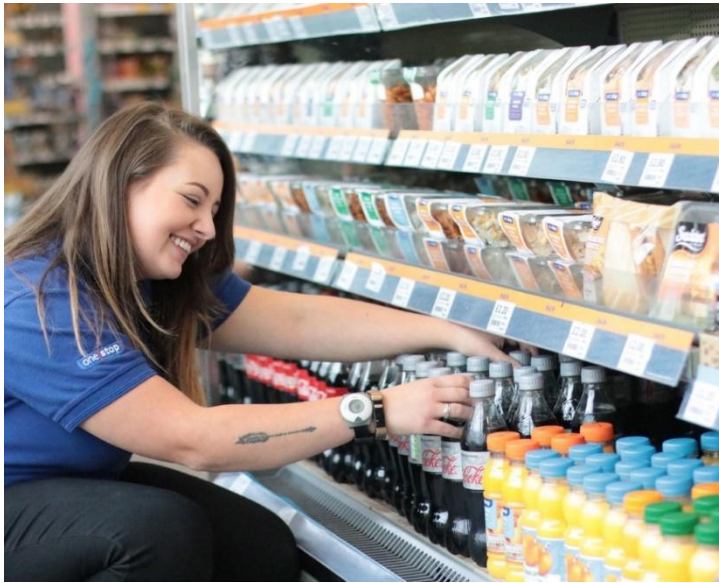
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Background

The UK Modern Slavery Act 2015 (the 'Act') requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains. This statement refers to the financial year ending 22nd February 2025 and sets out the steps taken by our business to prevent modern slavery and human trafficking in our own operations and supply chains.



Introduction from Our Managing Director



Modern slavery has no place in our business or supply. We're fully committed to eradicating it, and as a business with complex supply chains we recognise the important role we play. We work tirelessly to ensure our business and the companies we partner with uphold the highest ethical standards to promote fair and safe work environments for all.

We're stepping up our efforts in ensuring human rights are respected across the globe. Over the last year Tesco Group have

established a new operational governance group to oversee the continued rollout of our Human Rights Blueprint, which standardises policies and practices for managing human rights risks across the Group. One Stop is a part of this process. With these moves, we're boosting due diligence and supplier support, making sure our values are at the heart of what we do.

This statement outlines the approach we've taken at One Stop and wider Group level to manage the risks of modern slavery and details how we check both our internal operations and supply chains, ensuring robust processes are in place to minimise and eliminate issues. We're committed to an open approach, sharing both our successes and the challenges we face. We continue to collaborate with others to address these risks thoroughly.

As we advance our human rights work, we gain deeper insights into the risks and trends related to modern slavery, enabling us to strengthen our approach. Tesco Group's collaboration with suppliers and other retailers, through initiatives like the Food Network for Ethical Trade (FNET), has highlighted the growing risks within UK seasonal labour and emerging issues from changing international recruitment trends.

We recognise there's still more work to be done. Over the next 12 months, we'll continue working to ensure our strategy and approach evolves to the changing risks in this area.

This statement was approved by the board of One Stop Stores Limited.

Stephanie Wood, Managing Director

17 June 2025

Our Key Achievements in 2024/25

Within our full year 2024/25 we have:

- Continued implementation of the Group Human Rights Blueprint. In 2023/24, Tesco started developing a group-wide Human Rights Blueprint outlining the minimum human rights standards expected of all business units. This covers policies and controls for human rights risks across the Tesco Group, including Central Europe, ROI, Booker, and One Stop. In 2024/25, Tesco and One Stop continued to implement these standards to consistently address modern slavery risks. Aspects of this work will further progress in 2025/26.
- Rolled out modern slavery training to our Product team in line with new Human Rights Blueprint requirements.
- Carried out Modern Slavery refresher training for other priority colleagues (including our Area Managers, Business Development Managers, and relevant colleagues from our Distribution, People and Online teams).
- Continued to work with our food delivery partners to ensure compliance with our Human Rights due diligence requirement.
- Transitioned to a single DC agency used by Tesco to ensure compliance with due diligence requirements introduced in the new Group Human Rights Blueprint. We have not used agency workers in our distribution centres throughout 2024/25.
- Continued to monitor compliance with our Human Rights requirements as stated in our Procurement Policy, ensuring effective mitigation of risks within our own operations.

At Group level we have:

- Established a new operational governance group to oversee continued rollout of a Human Rights Blueprint to standardise policies and practices for managing human rights risks across key business units in the Tesco Group
- Expanded our human rights team in key food sourcing regions in Africa, Southeast Asia and Latin America to enhance our due diligence and support for suppliers.
- Been recognised for our leadership in tackling modern slavery in the Churches, Charities and Local Authorities (CCLA) Modern Slavery Benchmark.
- Driven full compliance with our Responsible Recruitment Requirements in Thailand and Malaysia, which now sits at 100% for food sites having achieved compliance or implementing the final stages to achieve this.
- Supported suppliers in Thailand and Malaysia to reimburse workers or pay for over USD 2.7million in recruitment fees and costs.
- Continued funding and participation in the Seasonal Worker Scheme (SWS) Taskforce and engaged suppliers to promote the Just Good Work App.

Our business and supply chains.

One Stop Stores Limited is a retail convenience business with over 730 company operated neighbourhood stores and over 350 franchise stores across England, Wales, and Scotland.

Open 7 days a week, One Stop aims to meet the needs of all its local customers. We offer a range of food, beverages, non-food groceries and general merchandise. Many stores provide additional services including free cash machines, Post Office, Evri Parcelshop, Pay Point, Lottery (for bill payments and mobile top-up), as well as vending solutions such as Costa Coffee, F'real Milkshakes and Tango Ice Blast.

We have partnerships with Deliveroo, Just Eat and Uber Eats and 644 of our core stores and 192 of our Franchise stores now offer online delivery services. Our food delivery partners' riders are self-employed contractors or agency workers. Our partners' Modern Slavery Statements set out their approach to managing modern slavery risk. We have been working closely with our food delivery partners and will continue to cooperate with them to assess and mitigate modern slavery risks.

One Stop has nearly 10,000 employees and has been a subsidiary of Tesco since 2003. It operates as a separate business from a Store Support Centre in Brownhills, Walsall, and services its stores with ambient products from 3 distribution centres in Brownhills, Nursling (Hampshire) and Wakefield. We work with Greencore and Booker Retail Partners to deliver fresh food to One Stop stores.

There are over 400 suppliers across fresh, frozen and ambient ranges. Over the last nine years we have been aligning our supplier base with the wider Tesco Group. All our own-label products continue to be sourced from the same suppliers as Tesco UK stores.

At the heart of everything our colleagues do is our core purpose - serving our customers, communities, and planet a little better every day.

Our purpose is underpinned by four values:

- Our customers are at the heart of everything we do.
- We treat people how they want to be treated.
- We work together as one team.
- We make things easier.

This means we're keeping customers at the heart of what we do, whilst also reflecting our responsibilities to the communities we serve, source from, and to society more broadly.

We want everyone who works for or with One Stop to have their human rights respected and we know our customers, colleagues and suppliers want the same. We

believe that our trade should have a positive impact, creating jobs and opportunities for people all over the world and ensuring they work in safe work environments.

Tesco's human rights strategy, which includes addressing modern slavery, delivers against our value to treat people how they want to be treated. As part of this, One Stop and Tesco have committed to:

- Respecting international human rights standards throughout our supply chain.
- Prioritising the most serious risks to workers, collaborating transparently with NGOs, unions and others to identify and address these risks.

We have numerous direct and indirect suppliers who grow, make, and move raw materials and finished products across our global supply chain. These suppliers range from large agriculture businesses to smallholders and manufacturing companies. We also work with other partners who help run our distribution centres, keep our stores clean, and much more.

Our human rights agenda covers both our own business operations and supply chains. Through One Stop and wider Group efforts we work to identify actual or potential risks of modern slavery and help ensure remediation where cases are identified.



Our approach to human rights.

Our approach to human rights is based on several important internationally recognised declarations, standards and codes. These are the foundations for how we work across the Tesco Group, and include:

- The UN Universal Declaration of Human Rights.
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
- The UN Guiding Principles on Business and Human Rights.
- The UN Global Compact.
- The Base Code of the Ethical Trading Initiative (ETI).

Our human rights approach, including tackling modern slavery, is supported by our Code of Business Conduct and the [Group Human Rights Policy](#) which set out our obligations to customers, colleagues and communities in our own operations and supply chains.

We take any allegation of a breach of our policies extremely seriously. One Stop provides independent and confidential 'Protector Lines' to our colleagues. [Protector Line](#), which is also used by the wider Tesco Group, enables our colleagues and our own label suppliers and their workers around the world to raise concerns.



Governance

Overall governance and progress monitoring of Tesco's human rights work, for all markets and subsidiaries including One Stop's own label supply chains, sits with the Board's Corporate Responsibility Committee, which meets four times during the year. Read more about the work of Tesco's Corporate Responsibility Committee in the [PLC Annual Report and Financial Statements 2025](#).

"Responsible Sourcing" is highlighted as a principal risk within Tesco's business wide risk assessment, with the risk of worker exploitation and other human rights breaches as key drivers. Responsible Sourcing is also reported within the PLC Annual Report. Responsible sourcing is also a key sub-risk within One Stop's principal risk on Political, Regulatory and Compliance matters. We update on current and future risks, progress and performance, and breaches of our policies, to the Group Risk and Compliance Committee chaired by the Group CEO, and the One Stop Risk and Compliance Committee, on at least an annual basis.

This year Tesco established a new operational governance group to provide strategic oversight to support the successful and effective implementation of the Group Human Rights Blueprint, wider human rights programme, and to provide guidance to business units (incl. One Stop) on how to meet the Group human rights requirements. This Human Rights Governance Group is chaired by the Group Quality, Technical & Sustainability Director and attended by senior colleagues within Tesco representing Commercial, Legal and Security functions. They meet at a minimum quarterly and report on the human rights programme performance at least annually to the Board through the Group Risk and Compliance Committee and Sustainability Committee. The One Stop Risk and Compliance Manager has represented One Stop at several of these group level governance meetings.

In addition, One Stop has an internal modern slavery working group that meets bi-annually, to monitor progress against our modern slavery strategy. The group consists of colleagues within People, Franchise, Procurement, Online, Retail and Distribution. The Group Responsible Sourcing Director is accountable for Tesco's human rights strategy and chairs an equivalent modern slavery working group within Tesco. The Tesco working group is made up of colleagues from Human Rights and Group Security, meeting bi-annually at a minimum to monitor progress against the Group modern slavery strategy and review actions on alleged breaches.

Due diligence.

Tesco follow a risk-based approach to due diligence in line with the UN Guiding Principles on Business and Human Rights, and in consultation with internal and external stakeholders. This process covers all One Stop own label products.

Our due diligence framework has five stages:



Potential modern slavery risks within our own operations and supply chains are assessed by considering the country of origin where products, raw materials, or services are sourced from, as well as the human rights trends of each sector. Other factors considered include the type of labour being used, whether skilled, semi-skilled or unskilled, and whether seasonal, permanent, agency or migrant labour.

We use the Food Network for Ethical Trade (FNET) risk ratings to inform this, combined with internal understanding of labour rights and modern slavery risks in key sourcing sectors. Tesco gather intelligence about emerging risks through Tesco's regional human rights specialists and strong relationships with local groups, NGOs and organisations such as the ETI, FNET and the Consumer Goods Forum. Campaigners, whistle-blowers, human rights defenders, and activists can also play an important role in identifying where some of the biggest risks lie.

In 2024/25, Tesco grew its human rights team to boost on-the-ground capacity in key sourcing regions. With over 40 dedicated specialists based in 13 priority countries, Tesco are well-positioned to gather local intelligence and provide support by directly engaging with suppliers and stakeholders.

We continuously review priority areas within our own operations to identify emerging risks. For example, after launching partnerships with companies like Just Eat, Deliveroo and Uber Eats, we included our work with online delivery partners as a high priority area re. human rights due diligence. We are committed to ongoing management of Modern Slavery risks across our distribution network. Since 2022/23 we substantially reduced the use of agencies in our Distribution Centres and aim to employ permanent colleagues wherever possible, further reducing modern slavery risk in this area. In 2024/25 One Stop did not use agency workers in our distribution centres. In addition, we transitioned to a single DC agency used by Tesco to ensure compliance with due diligence requirements introduced in the new Group Human Rights Blueprint.

Tesco collaborate with a variety of experienced partners, including consultants and NGOs, supported by the Tesco commercial buying and quality teams. The information gathered is used to continually reassess and respond to the potential and actual risks in Tesco's supply chains including those shared with One Stop.

The Group human rights strategy identifies key areas to tackle the fundamental causes of the most salient human rights risks in the Group's supply chain. The strategy

is continuously reviewed and refined, based on due diligence, stakeholder collaboration, and direct feedback from workers.

The strategy's four focus areas reflect the most salient risk areas within our supply chains and are aligned with stakeholder priorities.

Human Rights Strategy



Human Rights Audits

For the supply chains of Tesco UK stores, all primary supplier sites (known as 'tier 1' sites) are required to link to Tesco through Sedex, a platform for suppliers and retailers to share data on their workforce and working conditions, as well as audit records, giving Tesco full visibility of their human rights audit performance. In high-risk countries, Tier 1 sites are required to have an independent human rights audit from a Tesco approved auditor before they start supplying to Tesco, and then on an annual basis All One Stop own-label products are sourced from the same suppliers as Tesco UK. Thus, they are also covered by Tesco's Human Rights audits programme. For more detail on this refer to the section Due Diligence (Human Rights Audits) in Tesco's Modern Slavery Statement. A similar approach is used for high-risk supplier categories into our own operations (see section Tackling Modern Slavery - our business operations).

Investigating modern slavery allegations

While we have limited experience with potential instances of modern slavery within our own operations, we have an investigation process which would be triggered in such cases. Our Risk and Compliance Manager, along with our People team, would be One Stop's key points of contact in case of suspected instances of modern slavery. We would work closely with Tesco and benefit from their established internal incident management and escalation process and expertise in the field of modern slavery. Within group, allegations are investigated by Human Rights and Group Security teams, colleagues with a range of expertise and experience, including former law enforcement officers and investigators. For more information on the Tesco investigation process, refer to the section Due Diligence (Investigating modern slavery allegations) in Tesco's Modern Slavery Statement. In 2024/25 we have been working closely with Tesco to implement the Group Human Rights Blueprint, which also covers the process to investigate human rights allegations (including those relating to modern slavery). We plan to continue this work into 2025/26.

In the past 12 months, we did not identify any confirmed or alleged cases of modern slavery within our own operations. Tesco have identified 25 allegations containing some indicators of either labour abuse or modern slavery within supply chains. Seven of these relate to suppliers that also work with One Stop. Five of these allegations were either confirmed or partially substantiated and two of them related to the UK Seasonal Worker Scheme. For more detail on Tesco's response to the Seasonal Worker Scheme refer to the section Tackling Modern Slavery Risks - Supply Chains in [Tesco's Modern Slavery Statement](#).

Grievance Mechanisms

We know that effective grievance mechanisms are key to identifying human rights allegations. As part of Tesco's broader human rights strategy, in line with the UN Guiding Principles, we continue to ensure access to grievance mechanisms within our supply chains and own operations.

Colleagues have a range of feedback and grievance mechanisms available to them, including through their dedicated People Partner, our Whistleblowing policy, and our confidential Protector Lines.

All One Stop own-label products are sourced from the same suppliers as Tesco UK. When it comes to our suppliers, we benefit from the wider group's grievance mechanisms. Detailed information on the Tesco grievance mechanism can be found in the section Due Diligence (Grievance Mechanisms) in [Tesco's Modern Slavery Statement](#).

Human Rights Blueprint

In 2023/24, Tesco started developing a group-wide Human Rights Blueprint outlining the minimum human rights standards expected of all business units. This covers policies and controls for human rights risks across the Tesco Group, including Central Europe, ROI, Booker, and One Stop. In 2024/25, Tesco and One Stop continued to implement these standards to consistently address modern slavery risks. This work will further progress in 2025/26.

Tackling Modern Slavery Risks.

Our Modern Slavery risks lie in two broad areas – risks associated with our supply chains and risks linked to our own operations.

All One Stop own-label products are sourced from the same suppliers as Tesco UK. One Stop benefits from the wider group's Modern Slavery risk assessment process when it comes to our shared supply chains. For detailed information on this see the section 'Tackling Modern Slavery Risks – Our Supply Chains' in [Tesco's Modern Slavery Statement](#).

Our risk assessment in relation to our own operations benefits from alignment with Tesco's process and advice from Tesco's specialist Human Rights team (e.g., regarding modern slavery risk factors). In addition, risk assessment is based on internal knowledge of our operations by our own senior management. Risk areas are discussed and refreshed during meetings of the One Stop Modern Slavery Working Group. For more detail on the key risk criteria in our own operations, see the following section (Tackling Modern Slavery – Our Business Operations).



Tackling Modern Slavery – our business operations .

Business purchasing practices can directly affect human rights. Our procurement policy prioritises key business areas in the UK based on our analysis of evolving risk in the sector, worker contract types, the level of skill involved in the work, wages, and our visibility of the service provider. We also work closely with Tesco to ensure our approach to managing modern slavery risks in our own operations is aligned to the Group approach where appropriate.

The majority of our colleagues are employed on permanent contracts. Workers most at risk of modern slavery are those not in permanent employment or employed through labour agencies.

Our focus areas in our business operations are:

- Franchise stores.
- Agency workers in our distribution centres.
- Workers providing retail labour services, such as security and cleaning, for our offices and stores.
- Workers in the construction industry who maintain and fit-out our stores.
- Goods Not for Resale manufactured in high-risk countries.
- Couriers working for third-party delivery partners.

In addition to our due diligence, identified high risk suppliers are required by our policy to undertake robust mitigating steps, such as:

- Independent ethical audits, which include a review of the supplier's management systems to ensure they are adhering to the ETI Base Code, worker interviews and analysis of how worker recruitment is managed.
- Attend tailored modern slavery training hosted by **Stronger Together**. This is a UK based multi-stakeholder initiative aiming to reduce modern slavery through guidance and training. In 2025/26 we will continue to coordinate with Tesco on a group-wide approach to accessing Stronger Together resources.
- Registration for the **Responsible Recruitment Toolkit**.
- Complete the Self-Assessment Questionnaire within Sedex.

In line with Tesco, we initiated a piece of work to strengthen contractual provisions in our agreements with third-party courier partners to maintain compliance with legal expectations in key areas such as right to work checks, age validation, and subcontracting. We plan to continue this work in 2025/26.

One Stop Own Stores

Most of our store colleagues are employed on permanent contracts. For all direct employees of One Stop, we ensure colleagues have a bank account in their own name into which we will pay their salary. We complete right to work checks and investigate any duplicate bank details. Our store and shift managers are required to complete

Modern Slavery training. A tailored user-friendly training video was launched for these colleagues in 2023/24.

Franchise Stores

For our franchisees, our contracts include a requirement for them to obtain and check right to work documents for all colleagues as well as making a commitment to adhere to the modern slavery legislation (the Modern Slavery Act 2015). In 2025/26 we commit to updating our Franchise agreement with additional clauses strengthening further the requirements regarding human rights and modern slavery risk management. To support our franchisees, we provide right to work briefing documents which includes examples of documents that are acceptable evidence. Every quarter, as part of a routine compliance visit, we review these processes in all our franchise stores. Franchisees have access to our e-learning resources outlining our approach to tackling modern slavery and providing tools on how to recognise and respond to risks within our own-operations. New Franchisees are asked to complete the training upon joining One Stop. In April 2024 we launched an updated training video for Franchisees with more tailored and user-friendly content.

Distribution Centres

In 2024/25 we transitioned to a single DC agency used by Tesco. Thus, we benefit from Tesco's due diligence processes which are aligned with the requirements of new Group Human Rights Blueprint. Distribution Managers employed by One Stop are among the colleagues who are trained on modern slavery. Since 2022/23 we have been substantially reducing the use of agency workers in our Distribution Centres due to cost optimisation. While in theory we may still utilise agency workers during peak periods, we aim to employ permanent colleagues wherever possible. We have not used agency workers in our distribution centres throughout 2024/25.

Service Providers

Our procurement policy is aligned, where appropriate, to Group Human Rights requirements. Enhanced Human Rights requirements relate to suppliers in key risk areas (as described above). Under the policy, identified suppliers are required to undertake robust mitigating steps, such as:

- Independent ethical audits, which include a review of the supplier's management systems to ensure they are adhering to the ETI Base Code, worker interviews, and analysis of how worker recruitment is managed. Since 2024/25 we have also introduced an expectation for suppliers to complete the Self-Assessment Questionnaire within Sedex. These requirements are applicable to goods not for resale suppliers who produce One Stop branded products (or products made to our specifications) with production in high-risk countries.
- Attend tailored modern slavery training hosted by Stronger Together (for labour agencies, store fitting and maintenance service providers, food delivery partners and retail labour service providers such as cleaning and security). Stronger

Together is a UK based multi-stakeholder initiative aiming to reduce modern slavery through guidance and training.

- Enhanced due diligence requirements for food delivery partners.

In the coming years additional requirements may be introduced as part of rolling out the Group Human Rights blueprint.

Online Partners - Food Delivery Services

We currently partner with Deliveroo, Just Eat and Uber Eats to offer food delivery services to our customers. However, this sector often relies on recruiting couriers on a temporary and irregular basis, which can heighten the risks of certain types of exploitation such as minimum pay rates, deductions, or excessive working hours (couriers are most often classed as self-employed). We have a range of human rights requirements for these suppliers including modern slavery and responsible recruitment training, and we continue to monitor compliance. In 2025/26 we plan to strengthen contractual provisions in our agreements with third-party courier partners to maintain compliance with legal expectations in key areas such as right to work checks, age validation, and subcontracting.

Tackling Modern Slavery – our supply chains.

All One Stop own-label products are sourced from the same suppliers as Tesco UK. One Stop benefits from the wider group's Modern Slavery control framework when it comes to our shared supply chains. For detailed information on these controls see the section 'Tackling Modern Slavery Risks – Our Supply Chains' in [Tesco's Modern Slavery Statement](#).

One Stop Exclusive Suppliers

One Stop has approximately 16 product suppliers that are not shared with Tesco. These do not provide our own brand products. In 2025 we initiated a piece of work to ensure these suppliers meet Group human rights standards. We reviewed our supplier Terms and Conditions to ensure they appropriately capture the need for suppliers to meet our requirements. In 2025/26 we will continue to work with these suppliers to make sure they are aware of and formally commit to eleven due diligence requirements set out in the Group Human Rights Blueprint (including compliance with the Tesco Human Rights Policy, the ETI Base Code, and the UN Guiding Principles on Business and Human Rights).



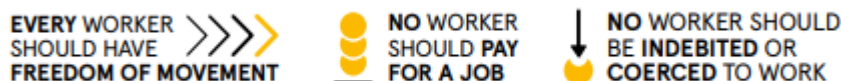
Industry collaboration and partnerships.

We can play an important role in improving working conditions for workers, including reducing the risk of modern slavery, through collaboration with suppliers, NGOs, industry bodies and government. One Stop benefits from being part of the wider Tesco Group when it comes to partnerships with various organisations fighting modern slavery.

Over the past 12 months, Tesco have continued to engage in several multi-stakeholder initiatives to tackle systemic issues. Tesco continue to prioritise initiatives that align with strategy and where meaningful leverage can be achieved.

Consumer Goods Forum

As part of membership of the Consumer Goods Forum (CGF), Tesco helped to develop and strongly supports the CGF's Priority Industry Principles. These principles have underpinned the development of the Group modern slavery strategy. Tesco is one of the leading companies supporting collaborative efforts to combat forced labour in the consumer goods sector. Such collaboration is particularly important in lower tiers of supply chains where we do not have direct commercial relationships.



Tesco continues to participate in the (CGF) Human Rights Coalition – Working to End Forced Labour, which brings together retailers and manufacturers to drive meaningful sector-wide change.

Food Network for Ethical Trade (FNET)

Together with suppliers and other retailers, Tesco continue to participate in FNET, a network developed to support collaboration throughout supply chains, including addressing priority risks such as modern slavery. We work closely with Tesco who share relevant insights gained through their participation in FNET and other initiatives.

This year FNET has continued bi-monthly calls to serve as a forum for members to share knowledge on emerging risks around modern slavery and broader ethical challenges. Tesco co-lead FNET's Responsible Recruitment working group. In 2023, focus continued to be given to the growing risks posed within UK seasonal labour and highlighting emerging issues brought to light through changing international recruitment trends.

Leadership Group for Responsible Recruitment (IHRB)

As a member of the Responsible Recruitment Leadership Group, an initiative of the Institute for Human Rights and Business, Tesco actively supports the Employer Pays

Principle that 'No worker should pay for a job - the costs of recruitment should be borne not by the worker, but by the employer.' It is Tesco's policy requirement that all suppliers of food, and non-food, including those shared between Tesco and One Stop align with the Employer Pays Principle. We remain committed to rolling out this requirement, recognising that for many suppliers the transition to 'no fees' recruitment will take time, due to the difficulty in addressing the complex challenges associated with the root causes, including recruitment fees being endemic cultural norms.

Modern Slavery Intelligence Network

The Modern Slavery Intelligence Network (MSIN) is a non-profit collaboration in the UK food sector created in response to the findings of Operation Fort, the UK's largest ever modern slavery investigation. Tesco have taken leading roles in the legal and external stakeholder workstreams of MSIN, sit on the Board of Directors, and are active participants. Information generated by the network is used to detect, prevent and disrupt modern slavery and labour exploitation in the food industry, protecting workers and improving outcomes for those directly impacted.

In 2024/25 Tesco continued live intelligence sharing through MSIN, including broad trends of exploitation in specific geographic regions highlighted through internal investigations. In 2025/26 Tesco will host the annual conference of MSIN, focused on bringing members and the wider sector together to collectively disrupt of modern slavery in the food industry.

Unseen

Since 2019 Tesco have partnered with the anti-slavery charity Unseen, who operate the UK's independent and confidential Modern Slavery & Exploitation Helpline. The helpline's trained advisors support potential victims of modern slavery as well as offer a way for businesses and the public to raise concerns. Real-time translation is available in over 180 languages. We encourage primary supplying sites in the UK to promote the helpline, enabling us to continue to raise awareness of modern slavery. Since 2020 we promote the helpline in One Stop's distribution centres. In the past we have also raised awareness among our Franchisees about the helpline and the possibility to obtain Unseen posters for their stores. Through the Unseen business portal, which provides us with information about concerns reported to the helpline, Tesco gained visibility of five potential cases linked to supply chains in 2024/25. Three of these related to shared Tesco and One Stop suppliers. Where these issues are reported through Unseen, Tesco works closely with them on the investigation and remedial actions.

Awareness raising and capacity building.

Raising awareness of modern slavery, both within our business and our supply chains, is an important part of our strategy. We know that identifying potential and actual cases requires training for colleagues and suppliers to understand the drivers and possible indicators of modern slavery.

This year we continued to train colleagues in our business who have direct contact with workers in our own operations and supply chains, including our Area Managers, People Partners, Business Development Managers, Online team members and relevant distribution colleagues. These colleagues receive modern slavery training upon joining as well as an annual refresher training. Since 2023/24 store and shift managers joining the role also receive tailored training on modern slavery. In 2024/25 we launched Modern Slavery training for our Product team. Modern Slavery training is also made available to our franchisees. This year we trained over 355 Franchisees (95%) on modern slavery. In addition, 86 (100%) new and 110 (100%) existing priority colleagues in head office and distribution received new starter and refresher training on modern slavery. Within our stores 156 (91%) new store and shift managers completed modern slavery training.

We continue to require all our own label suppliers based in the UK to attend 'Stronger Together' training on tackling modern slavery. This requirement also includes high risk service providers such as shop fitting and maintenance providers, food delivery partners, as well as the second-tier suppliers of our key UK food suppliers. Over the past eight years, 3,801 representatives from Tesco's supply chains have attended this training. This is an increase from 3,240 in 2023/24. We strongly encourage all fruit and wine producers to attend 'Stronger Together' training in South Africa with 2,229 individuals trained to date, compared to 2,010 individuals in 2023/24.

In 2021/22 Tesco also started mandating the completion of the Stronger Together Progress Reporting Tool for all UK based suppliers (including those supplying One Stop branded goods). Using this online self-assessment, companies can track the progress they have made in addressing modern slavery risks and identify the next steps for their businesses and supply chains. In 2022 we introduced due diligence requirements for food delivery partners including completion of relevant Modern Slavery and Responsible Recruitment training and the utilisation of the Responsible Recruitment self-assessment tool.

Impact and monitoring.

We use the following Key Performance Indicators to track progress:

By end of	Target	Measure	Status
2024/25	100% priority colleagues ¹	% of in-scope One Stop colleagues, trained in the UK on modern slavery.	100% of One Stop priority colleagues trained on modern slavery, including forced labour.
2024/25	Zero workers pay for a job in 100% of primary sites in Thailand and Malaysia	% of in-scope sites compliant with the Responsible Recruitment requirements – Thailand and Malaysia. This KPI is led at Group level as One Stop products are sourced from the same suppliers as Tesco UK.	In 2024, 100% of food sites in scope achieved full compliance or are implementing the final stages to achieve this. See pages 13 and 14 in Tesco's Modern Slavery Statement for further details.

We will continue to report annually within this statement on the below additional metrics and measures of success:

Measure	Status 2022- 2023
Number of One Stop colleagues trained on modern slavery	156 store colleagues 76 head office and 10 distribution colleagues (110 existing head office and distribution colleagues received refresher modern slavery training)
Number of Franchise stores trained on modern slavery	355
Number of cases with modern slavery indicators identified in own-operations and supply chains	3
Number of cases with labour abuse indicators identified in own-operations and supply chains	4
Number of modern slavery cases successfully remediated	1

¹ Priority colleagues defined as One Stop Area Managers, Business Development Managers, People Partners, Distribution Managers, Store Managers, Shift Managers, Product and Online colleagues.

We also monitor progress against the commitments we make within our Modern Slavery Statement each year.

Launch modern slavery and human rights training for our Product team in line with new Human Rights Blueprint requirements.	<p>We launched modern slavery training for our Product team in 2024/25. All Product colleagues have now completed this training.</p> <p>Group-wide Human Rights training was launched in May 2025. We plan to ensure that all relevant colleagues (including Product, Procurement colleagues, and Business Development Managers) receive the training in 2025/26.</p>
Continue to carry out modern slavery training for other priority colleague and for franchise stores.	We carried out Modern Slavery refresher training for our priority colleagues. We plan to continue this work in the coming year.
Continue to work with our food delivery partners to ensure compliance with our Human Rights due diligence requirements.	We have been working closely with our food delivery partners to ensure compliance with our due diligence requirements. As a result, online delivery partners have completed specialised training on modern slavery and responsible recruitment. We will continue this work in the coming year.
Transition to a single DC agency used by Tesco to ensure compliance with due diligence requirements introduced in the new Group Human Rights Blueprint.	We have now transitioned to a single DC labour agency which is also used by Tesco. We have also minimised our use of agency workers. In 2024/25 we did not use any agency labour in our distribution centres.
Continue to monitor compliance with our Human Rights requirements as stated in our Procurement Policy, ensuring effective mitigation of risks within our own operations.	We continued to monitor compliance with our Human Rights requirements including attendance of Modern Slavery training and/or completion of SMETA audits.
Continue implementation of the new Group Human Rights Blueprint.	In 2023/24, Tesco started developing a group-wide Human Rights Blueprint outlining the minimum human rights standards expected of all business units. This covers policies and controls for human rights risks across the Tesco Group, including Central Europe, ROI, Booker, and One Stop. In 2024/25, we continued to implement these standards to consistently address modern slavery risks.

Supply Chains

(Led at Group level)

Fund and contribute to targeted workstream projects to advance improvements UK Seasonal Worker Scheme in 2023 and beyond	This work has remained a priority for Tesco in the past year and will remain so in 2025. See page 15 of Tesco's Modern Slavery Statement for more detail on the activity on this issue in the past year.
Continue engagement with UK Government on Seasonal Worker Scheme policy asks.	This work has remained a priority for Tesco in the past year and will remain so in 2025. See page 15 of Tesco's Modern Slavery Statement for more detail on Tesco's activity on this issue in the past year.
Promote the Modern Slavery & Exploitation Helpline to all UK produce sites end-to-end.	Tesco continue to support Unseen's Modern Slavery & Exploitation Helpline and promote it across their supply chains including those shared with One Stop. This process will continue throughout 2025/26.
Continue to co-lead FNET Responsible Recruitment Working Group and deliver working group objectives, including % of members working to adopt the Employer Pays Principle.	Tesco continue to co-lead this working group.
Drive 100% compliance with our Responsible Recruitment Requirements in Thailand and Malaysia	In 2024, 100% of food sites in scope achieved full compliance or are implementing the final stages to achieve this.

Plans for 2025/26

In the next 12 months we will continue to strengthen our approach to managing the risk of modern slavery within our business and supply chain and ensure our strategy is responsive to changing risks. We will act immediately to address any concerns identified.

Own business and operations

- Continue implementation of outstanding aspects of the Group Human Rights Blueprint in collaboration with Tesco. For example, this would include:
 - Introduction of human rights due diligence requirements for the limited number of One Stop suppliers of non-own-brand products that are not shared with Tesco. These requirements will be aligned with the standard set out in the Group Human Rights Blueprint.
 - Introduction of a standardised Group-wide human rights risk assessment process.
- Ensure relevant colleagues (incl. Product colleagues, Procurement colleagues, and Business Development Managers) complete the Group human rights training.
- Continue to carry out modern slavery training for priority colleagues and franchise stores.
- Continue to work with food delivery partners to ensure compliance with our Human Rights due diligence requirements.
- Continue to monitor compliance with our Human Rights requirements as stated in our Procurement Policy and the new Human Rights Blueprint, to ensuring effective mitigation of risks within our own operations. We will continue close cooperation with our third-party suppliers to ensure critical non-conformances are addressed.
- Review our Franchise agreement to strengthen the requirements regarding Human Rights and Modern Slavery risk management.
- Strengthen contractual provisions in our agreements with third-party courier partners to maintain compliance with legal expectations in key areas such as right to work checks, age validation, and subcontracting.

Our supply chains (led at Group level)

- Update our fish and seafood responsible sourcing requirements.
- Continue participation in the Seasonal Worker Scheme Taskforce to improve conditions for scheme participants, including continued support and promotion of the Just Good Work app.

- Pursue advocacy opportunities with UK government and other stakeholders for reform of the Seasonal Worker Scheme.
- Continue supporting and promotion of Unseen and the Modern Slavery & Exploitation Helpline.
- Continuously improve coverage and access to grievance mechanisms for workers across Tesco's supply chain, including suppliers shared between Tesco and One Stop.
- Continue work with FNET at Board level, including strategy development to support progress against members' modern slavery aims, and co-leading the Responsible Recruitment working group.
- Finalise 100% compliance with our Responsible Recruitment Requirements in Thailand and Malaysia and monitor implementation across the region.
- Continue the partnership with the IUF, including trialling the incident reporting tool in priority countries.