

Modern Slavery Policy for the financial year 2024-2025

Introduction from the Windmill Management Team

Our Company takes its responsibilities under the Modern Slavery Act 2015 very seriously and we have robust safeguards in place to ensure that we comply with its obligations. This document explains our practices and provides insight into the care we take throughout our supply chain and business organization. This statement relates to the actions and activities during our current financial year 2025/26.

Company structure and Mission

Our mission at Windmill Organics is to promote the development of Organic agriculture –thus protecting the health of the soil and biodiversity, the health of workers who produce our food and the health of end users who consume our food products. We do this work through our certified Organic brands – Amisa, Biona, Bonsan, RAW, Profusion, and BioFair. Each year we and each of our suppliers are independently audited to ensure compliance with strict legal Organic regulations. Windmill Organics is an active member of Sedex (Supplier Ethical Data Exchange) a not-for-profit membership organisation, which gives us an effective way of managing ethical and responsible practices in our supply chain.

Company policies on slavery and human trafficking

We regularly review our supply chain to evaluate any human trafficking and slavery risks. All our suppliers are required to adhere to the principles laid out in our ethical trading policy. We embrace socially responsible trading as part of SEDEX (the Supplier Ethical Data Exchange). In addition, we request independent audits throughout our supply chain with a focus on worker safety, slavery, human trafficking, child labour and other legal requirements. Our policy is to only partner with ethical companies so we can be sure that slavery and human trafficking does not exist in our supply chain.

Most of our suppliers are our long-term partners and it is crucial for Windmill Organics that they share our high ethical & quality standards. This long-term cooperation establishes trust and transparency on both sides. Our company is committed to act ethically and with integrity in all our business dealings.

Training

As part of our ongoing improvement, we are working on company training initiatives to ensure that our employees are able to recognise any signs of human trafficking and slavery in our supply chain. This is part of our commitment to ethical and sustainable business practice.

Our employees and suppliers are expected to act with integrity.

Risk evaluation and due diligence

We perceive the greatest risk of slavery and human trafficking to lie in our supply chain, as the managerial oversight is not in our direct control.

Where suppliers are not registered members of SEDEX we will in future require, that an Ethical Trade Questionnaire be completed by the supplier and a copy of their Modern Slavery Policy submitted.

In addition to the staff training provided in our Ethical trading policies, we have a due diligence programme when taking on new suppliers – from supplier self-assessments to audits as required.

Suppliers are made aware that violating our Ethical codes will result in actions being taken and possible termination of the business relationship.

Building trust

As a business, going forward, we will always seek to build trusting, ethical relationships that add value to each part of the supply chain. This fits perfectly with our core mission – encouraging Organic agriculture, working with partners who share our values and finally delivering healthy and tasty organic foods to our valued customers.

During our previous financial year 2023 to 2024 there were no reports from employees, the public, or law enforcement agencies to indicate that any modern slavery practices had been identified.

Management Approval

This statement is hereby approved by the Managing Director and the Management team and will be reviewed and updated where necessary annually to ensure Windmill Organics Ltd remains compliant

This statement was approved by the Windmill Organics Management team 20.05.2025