Panfoods Co., Limited 95 Gresham Street, London EC2V 7AB UK Tel No +44 (0)20 7680 1828 Fax No +44 (0)20 7680 1646 email pan_admin@iguacu.co.uk

FY2021 Slavery and Human Trafficking Statement (Draft)

Objective of this Statement

This Statement is intended to announce the steps taken by Panfoods Co., Ltd ("Panfoods") during and after FY2021 for the purpose of ensuring that slavery and human trafficking is not taking place in any part of its own business and its supply chains pursuant to Section 54 of the UK Modern Slavery Act, which came into force in 2015.

Panfoods's businesses and supply chain

Panfoods forms a part of Marubeni Group and conducts Instant Coffee trade business activity through offshore trading. As Panfoods is engaged in off shore trading, its supply chain is overseas. Panfoods considers supply chain management to be a vital issue for the continuation of sound business, and strives to prevent modern slavery - e.g. forced labor, child labor, human trafficking and exploitation - from arising.

Panfoods' policies in relation to human rights

- Marubeni recognizes that respecting the human rights of persons affected by their business activities and endeavoring to take responsibility for doing so are of utmost importance which Panfoods share, and to this end Marubeni have formulated the "Marubeni Group Basic Policy on Human Rights", based on the UN's Guiding Principles on Business and Human Rights.

The "Marubeni Group Basic Policy on Human Rights" can be viewed at the following link:
https://www.marubeni.com/en/sustainability/human_rights/

- In Marubeni Group's Compliance Manual, which prescribes the code of conduct that officers and employees of group companies must abide by, Marubeni sets forth the following as matters to be observed which Panfoods shares: "Respect Human Rights and Refrain from Any Form of Discrimination, Sexual Harassment or 'Power Harassment'".

- Panfoods places importance on working with its business partners in relation to supply chain management and shares Marubeni's Basic Supply Chain Sustainability Policy (hereinafter referred to as "Basic Policy"). The Basic Policy explicitly prohibits acts that infringe human rights, as follows: "Respect human rights, without discrimination, physical, verbal, sexual and other forms of harassment or inhumane treatment", "No child labor, forced labor, inappropriate wage abatement, or excessive working hours", "Respect employees' right to unionize for the purpose of negotiations between labor and management and to bargain collectively", and "Secure safety and health in the workplace, and maintain a good working environment".

The Basic Policy can be viewed at the following URL:
https://www.marubeni.com/en/sustainability/social/supply_chain/

- Panfoods sets out measures and procedures in relation to business partners that are found to be non-compliant with the Basic Policy with regard to respect for human rights. These stipulate that such business partners will be required to report the facts and the measures taken to improve the situation, and as necessary, will be subject to on-site inspections and requested to make improvements.

- Panfoods has declared its support for the UN Global Compact (UNGC), an international initiative advocated by the United Nations which specifies ten principles to be observed by companies in four fields, namely, human rights, labor, environment and anti-corruption. Panfoods is working to realize the ideals of UNGC by supporting the ten principles .

Initiatives to prevent modern slavery from arising

- **Work hour management**

  Panfoods observes no modern slavery among staff members.

- **Supply chain management**

  Panfoods informs its long-term business partners of the Basic Policy in various ways and seeks their understanding and cooperation with respect to the Basic Policy.

  Panfoods also conducts – if found necessary – on-site inspections in order to confirm its business partners' status of compliance with the Basic Policy, including human rights and work environment.

  When conducting on-site inspections, Panfoods employees would visit the manufacturing/production sites of the selected business partners in person and investigate the status of their initiatives in regard to the Basic Policy overall,

such as occupational health and safety, environmental protection, fair trading practices, quality control and disclosure of information, in addition to matters concerning respect for human rights, including child labor, forced labor, discrimination, labor conditions and wages. On-site inspections were fewer than expected during the reporting period, due to the covid19 pandemic worldwide restrictions.

Panfoods' main supplier

・has clause on the procurement contracts stating that the supplier confirms no use of child labor, slave labor or other adverse practices;

・has the policy (Book of Ethics and Compliance) states no practice and refuse any kind of activity or conditions of child labor, slave labor or adverse practices, including with its business partners;

・completed questionnaire to business partners and started checking and confirmed business being conducted in accordance with policies and practices.

・has a questionnaire for green coffee supplier in order to access compliance with policies and practices, In the year 2021 no issues were found for the 25 suppliers surveyed, representing 80% of the total purchases made from Nov/20 to Oct/21.

・kept monitoring semiannually the list of companies that have been audited and assessed by the auditors of the Brazilian Ministry of Labor. There was no case involving our business partners to date.

To realize a better society

Panfoods believes that the promotion of respect for human rights is an important task. Going forward, Panfoods will continue to take action to prevent modern slavery from arising and enhance the standard of its initiatives step by step while gaining its business partners' understanding and cooperation, with the aim of resolving social issues that are relevant to Panfoods' business.

Approval of the Board of Directors

I, Toshiki Matsui, hereby certify that the content of the "FY2021 Slavery and Human Trafficking Statement" is true and has been approved by Panfoods's Board of Directors.

September 01, 2022

Toshiki Matsui (Sep 6, 2022 08:10 ADT)

Toshiki Matsui
Panfoods Co., Ltd
Chairman of the Board