



# Modern Slavery & Human Trafficking Statement 2025

## Global Growers Limited

(Reference Period 1.1.25 to 31.12.25)

### Introduction

This statement has been published in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes Global Growers modern slavery and human trafficking statement for the financial year commencing **1<sup>st</sup> January 2025** and ending **31<sup>st</sup> December 2025**. The Act makes provisions about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims. In accordance with the Act, this statement articulates our policies and practices around recognising and preventing human trafficking and slavery in our supply chain.

### Our Business Structure & Governance

Global Growers is a subsidiary of the non-UK registered Global Pacific Food Group Limited. Global Growers directly employs staff in the UK. The company specialises in the procurement of fresh produce from around the world for sale in the UK, Europe and Ireland. Our Chairman and the Board of Directors are ultimately responsible for delivering our commitments on tackling modern slavery in our business and our supply chain. We have a dedicated Sustainability team who work to prevent human trafficking and slavery in our supply chain through the assessment, monitoring and remediation of supplier risk.

### Our Supply Chains

As a group we source fresh produce from approximately 100 Tier 1 suppliers in more than 20 countries. Our supply chain includes contracted packers who are responsible for their workforce. Within the Global Pacific supply chain includes many workers who are not directly employed by us or our suppliers, yet we have a responsibility to ensure they are protected. This is a complex task and therefore one that all tiers within our supply chain must agree to target when entering a supply agreement with Global Growers Ltd.

### Our Policies

The cornerstone of our approach towards tackling modern slavery & human trafficking in our supply chain is our Responsible Sourcing Policy. To keep up with ever evolving legislation and to ensure continuous improvement of our Responsible Sourcing Policy as well as our Supplier Agreements & Modern Slavery Act. Fact Sheets for our staff and our suppliers, are regularly reviewed and updated where necessary. To conduct business with Global, all suppliers must sign up for and comply with its stipulations.

### Collaborative Action

Modern Slavery is a complex issue and as a result it is vital that we work closely with external stakeholders including NGO's, charities, trade union organisations and our customers wherever possible. We are members of Stronger Together, a UK multi-stakeholder collaboration between supermarkets, industry trade associations, NGO's, individual employers, labour providers and trade union representatives. This initiative seeks to reduce the occurrence of forced labour, labour trafficking and other forms of hidden third-party labour exploitation. In 2025 our Sustainability team attended Stronger Together training sessions to better understand the proactive measures we can take to reduce the risk of modern slavery in our business and supply chains and keep up with



developments in legislation in the UK and abroad. They share learnings with the supply base and provide our staff with helpful guidance to support them in their roles. We encourage them to contact Stronger Together through the helpline numbers if they have concerns that they or colleagues are victims of Modern Slavery or Human Trafficking. Additionally, in 2025, members of the sustainability team participated in a Massive Open Online Course (MOOC) on Human Rights Due Diligence for Decent Work. This included attending a series of thematic webinars and completing self-directed learning modules to develop a shared understanding of how businesses can contribute to the realisation of decent work, the roles of different actors in promoting responsible and sustainable business practices, and the central role of human rights due diligence.

In 2025, we continued our relationship with Partner Africa, who specialise in improving the lives of vulnerable workers and producers engaged in international supply chains. We participated in three 'Lunch Bag' sessions for our sustainability team to calibrate Global's onsite assessments and build our capacity.

Once again Global Growers staff attended and participated in produce industry working groups such as the Spanish Ethical Trade Forum, who meet specifically to discuss issues and share best practice across the produce sector. We continue to commit to attending seminars, conferences and work closely with our customers on this matter. We continue to participate in The Food Network for Ethical Trade (FNET) working groups and meetings, attend webinars, and access their guidance documents through their web site, the content of which we share with our suppliers. Our UK service providers maintained their standards in 2025, with protecting their workforce being considered more important than ever before to ensure continued service of customers.

### **Due Diligence & Risk Assessment**

We continue to be AB members of the Supplier Ethical Data Exchange (SEDEX), a not-for-profit membership organisation dedicated to driving continuous improvements in responsible and ethical business practices in global supply chains. We use SEDEX to help us assess risk and manage compliance across our Tier 1 supply base who are all required to be members, complete a self-assessment questionnaire (SAQ) which includes indicators of forced labour, and share visibility of this information with us as part of our basic due diligence requirements. As a minimum requirement and a pre-requisite to supply, all suppliers to Global must register each site of employment and fully complete a SAQ and each site must then be linked to Global Growers as a direct customer to provide us with transparency of employment sites, their SAQ and any Independent Ethical Audits undertaken. Global's Technical department track the progress of suppliers in maintaining their membership status, completing & updating SAQ's, and closing out of audit non-conformances within the agreed timescales. The Sustainability team are responsible for assessing the severity of non-conformances and assigning growers a risk score on the ethical risk matrix.

We are also members of the Sustainability Initiative of South Africa (SIZA) which provides a platform for agricultural stakeholders to ensure ethical and environmentally sustainable trade. This platform monitors care for the environment and compliance with labour legislation. Their aim is to encourage continuous improvement in practices over time in excess of the minimum legal requirements. They engage directly with their stakeholders throughout the value chain in order to manage risks and identify needs and issues. Interventions and support tools are created by measuring member compliance over time.

Our Supplier Visit Report is completed on staff mobile devices whilst on farms and in packhouses overseas and reports shared with the senior management team. The tool includes mandatory



questions about the suppliers / site management / subcontractors understanding of Modern Slavery & Human Rights and requires the user to record and escalate to a Director any concerns they have. We have updated our supplier evaluation methods through restructured Score Cards. Score Cards guide our future relations with suppliers based on their performance over multiple factors. Throughout these updates, we have focussed on evaluating ethical risk within our supply chains and using this as a key driving metric within our Score Cards. Our Ethical Risk Assessment Matrix continues to be regularly updated to more accurately monitor and score ethical risk within our supply chain. The sources which feed into the final risk score are Sedex/Siza SAQ's and Amfori BSCI/Global Gap Country Risk Classifications and Global Sustainability Visits. Sustainability Managers conduct weekly assessments of all high-risk suppliers to ensure we are collaborating with the suppliers to address and rectify any issues. If suppliers are considered high or medium risk, Sustainability Managers conduct an On-Site Assessment to more closely evaluate potential risks and create mitigation strategies with the suppliers. Not all suppliers are subject to an OSA; however, we endeavour to visit key suppliers to maintain oversight.

Sustainability Visits are conducted by Sustainability Managers to support continuous improvement in our supply base. They monitor supplier compliance regarding our human rights and environmental requirements, ensuring they are doing their part to prevent modern slavery and human trafficking. In addition, they work closely with suppliers to ensure they are prepared for audits and assessments.

### **Training & Raising Awareness**

We continue to invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through Stronger Together training programmes, commercial, technical & sustainability managers are encouraged to identify and report any potential breaches of the organisations anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains. In 2025, our Sustainability Managers delivered training for all source teams covering the work of the sustainability team, outlining the role of the sustainability team and how we work with suppliers to ensure compliance and safe working conditions.

The Modern Slavery Act Fact Sheet we previously produced and shared with all staff and suppliers continues to give them a simple guide and useful links to SEDEX briefing notes, and guidance from the Ethical Trade Initiative (ETI). One of our new Source Sustainability Managers maintains their status as a qualified auditor, using their knowledge and training to support the team and their work, and keeping us abreast of developing standards. New employees to our Commercial and Technical Team are briefed on Modern Slavery as part of their induction. This briefing includes reading of the literature already mentioned, and an introduction to our risk assessment and due diligence processes, so they understand from the start of their career with Global that Modern Slavery and Human Trafficking is an issue we take seriously and will not tolerate in our supply chains. This is extremely important in driving a culture of intolerance through all departments associated with the procurement and assurances of our supply chains from the moment new colleagues join.

### **Victim Support**

If a case of exploitation is suspected or exposed within our supply chain, we will work closely with our suppliers and third parties to help them manage the situation so as not to endanger the victim or any future criminal case. We will take guidance from the UK Government and organisations such as Stronger Together & FNET on appropriate remediation practices whilst keeping our customers informed. Through consultation with Partner Africa and with our Sustainability Managers in sourcing

countries, we have further increased our on-site presence within our supply base and aim to identify and remediate any risks efficiently. In 2025, we focused our work on remediation for victims to increase the support we offer, developing a new policy for how we handle any instances of human rights violations in our supply chain.

### **Performance Measurement**

We aim to continually assess our performance and effectiveness in tackling modern slavery. In 2025 our Global Specific carried out 175 supplier visits, our Sustainability Managers carried out 102 Sustainability Visits, and we performed 10 On-Site Assessments. There were no reported incidents of Modern Slavery or Human Trafficking in the Global Growers supply chain this year.

### **Next Steps**

In 2026 we will continue raising awareness of Modern Slavery to our staff and suppliers whilst monitoring compliance in our supply chains through increased site presence by our Sustainability Managers. Greater scrutiny of ethical and 'collaborative action required' audit non-conformances, preventative and corrective actions will continue to happen, this will contribute to our risk assessment and subsequent action plan.

Chief Executive: Jonathan Tremayne

Signature:

A handwritten signature in black ink, appearing to read 'Jonathan Tremayne', written in a cursive style.

Date: 20 January 2026