

MODERN SLAVERY STATEMENT 2023 - 24

INTRODUCTION

This statement sets out Yeo Valley Production Ltd's absolute commitment to minimising potential modern slavery or human trafficking risks in its business and supply chains, whilst ensuring that we meet the requirements of section 54 of the Modern Slavery Act 2015. This statement relates to our 2023-24 financial year, ending on 26th May 2024.

We produce one statement for Yeo Valley Production Ltd which covers the below subsidiaries. All Yeo Valley Production Ltd's subsidiaries will be referred to as Yeo Valley throughout this statement.

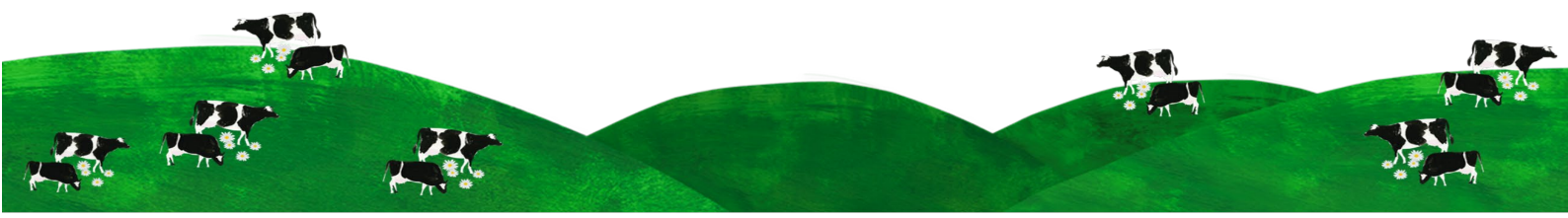
- Yeo Valley Farms (Production) Ltd
- Yeo Valley Fruit Ltd
- Yeo Valley Trustee Ltd.

This statement covers:

- Business and Supply Chain overview:
 - Our Impacts
 - Passionate People Priorities
 - Modern Slavery Roadmap
- Events and considerations within 2022/23
- Our Policies
- Due Diligence, Risk Management and KPI Monitoring:
 - Our Supply Chain
 - Our Sites
 - Our Recruitment
- Training

OUR BUSINESS AND SUPPLY CHAINS:

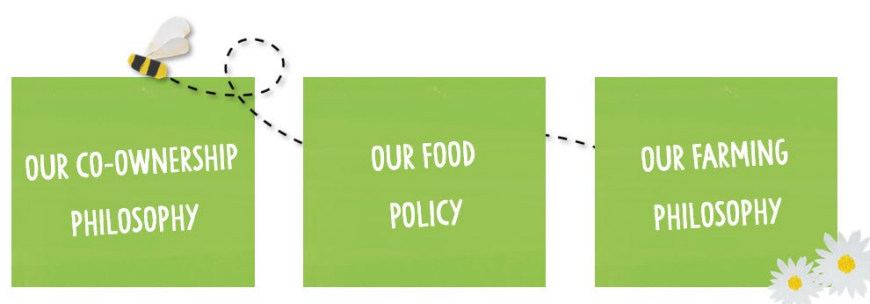
Yeo Valley is a leading food and farming business within the UK; producing yogurt, ice cream, sorbets, fruit conserves, desserts and soups. We manufacture over 600 different products, both for the largest organic dairy brand in the UK, Yeo Valley and multiple retailer and wholesale own label brands.



We operate out of 4 manufacturing sites, 2 office locations and 1 distribution centre based across the Southwest of England, employing over 1700 co-owners and have a group turnover of over £350 million. We work with over 2000 approved suppliers, including manufacturers, farmers, growers and service providers, primarily within the UK and Europe and further afield where appropriate. Our procurement, development and supplier technical teams are key stakeholders during the approval process to ensure the suppliers we work with and the products they supply meet our requirements.

As a food and farming business we are driven to show that there is an affordable and scalable way to produce natural healthy foods that sustain and value life whilst reversing climate change.

This commitment has brought us to our purpose and vision of **Nurture and Nourish, People and Planet** by **Making Great Food the Right Way Forever**. Of which we have identified three core commitments that will underpin our strategy and inform our future. These being:

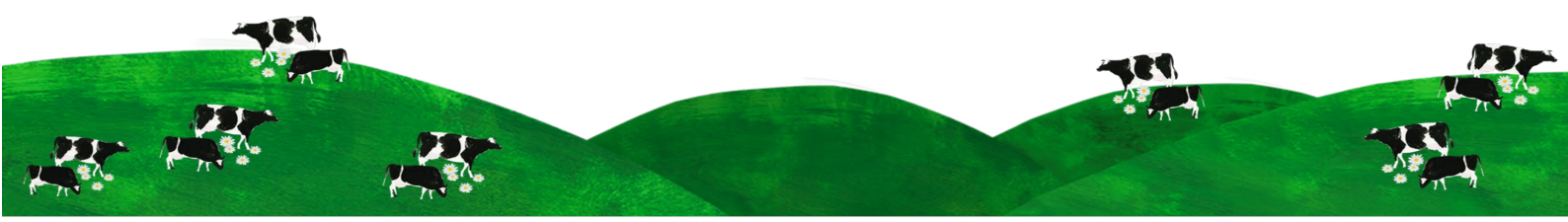


OUR PURPOSE IN ACTION:

In order to deliver positive change, and support our purpose, vision and commitments, we have key strategies and workstreams that we are focussing on over the next five years and beyond. Three key workstreams to highlight are our Impacts, Passionate People Priorities and our Modern Slavery working groups and programmes.

OUR IMPACTS

To support our purpose and ensure we are continually striving to operate in the most responsible way, we have identified six external impacts that will drive our sustainable performance. These being:





These are fully embedded throughout the business, having given impacts equal parity to financial performance. Responsibility has been clearly identified across our sites and teams, with overall responsibility sitting with our Chief Impact and Finance Officer. Progress against our impacts is regularly reported across the business, either weekly, monthly or quarterly, to ensure robust data and evidence is available to inform decision making and drive continued focus. We are also piloting an impacts training programme to upskill our co-owners

PASSIONATE PEOPLE

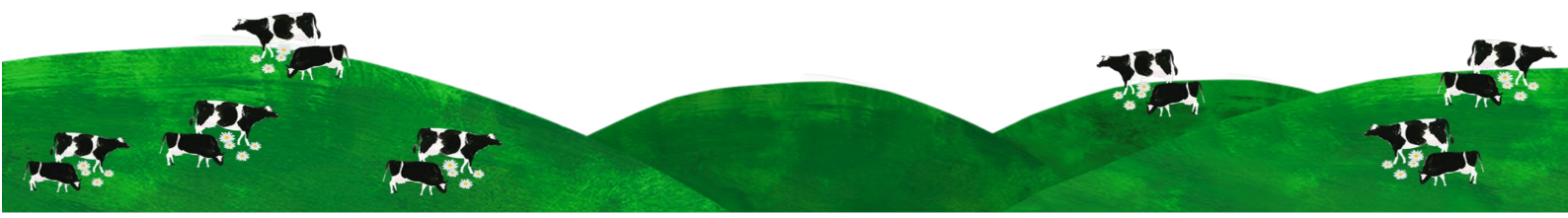
We are proud to say that all our employees are co-owners of Yeo Valley, with 20% of the shares in Yeo Valley Production being placed in an employee benefit trust. This Co-ownership structure will create a sense of belonging, influence and optimism for the future. For our Co-owners this means:

- We all have an equal stake in our company, sharing in the success we achieve
- We support one another in connecting to our purpose and vision
- We have structures and ways of working that support us in influencing the direction of our company
- We are transparent about our plans
- We work together to make things better

To facilitate this every site and our Central functions have Co-owner Forums, chaired by reps independent of site and functional leadership. In 2023 we launched our business wide Co-ownership council, comprised of representatives from each site, chaired by a non-executive independent of the organisation.

MODERN SLAVERY WORKING GROUPS AND PROGRAMMES :

We have two workstreams, one is focussed on identifying risk and driving improvements around the issue of Modern Slavery on our sites, and the second is



looking at identifying ethical, including Modern Slavery, and environmental risks and opportunities in our supply chain.

Our sites Modern Slavery Working Group:

This working group is led by our HR team, with key stakeholders including HR, L&D, Recruitment and Responsible Business. The scope covers all people who work at a Yeo Valley site, including permanent co-owners, agency staff and contractors. Through analysis of internal and external data this group has developed a robust risk-based approach to tackling Modern slavery risks. We will also be developing our external partnerships, to ensure we embed best practice within our existing policies and practices as well as identifying the training needed across our workforce to mitigate Modern Slavery risks.

Fairer Supply Chain Working Group:

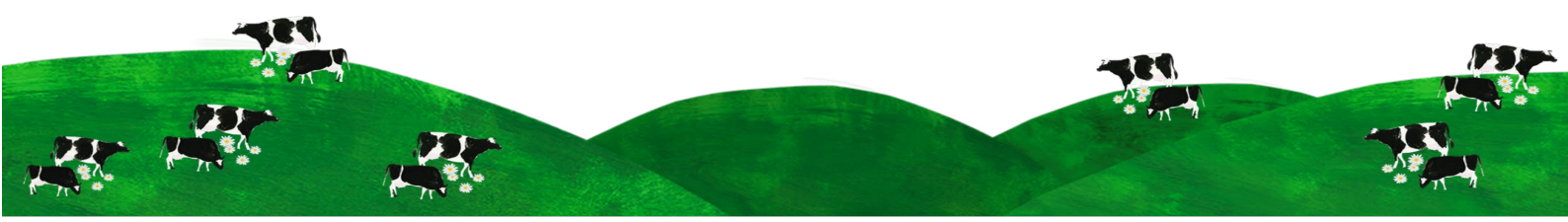
This cross-functional working group consists of our Procurement and Responsible Business teams. The scope covers all our direct suppliers and our strategic indirect suppliers. This group is responsible for developing Yeo Valley's sustainable procurement framework and providing oversight of the implementation and compliance to our sustainable procurement supply chain policies and procedures. This includes a evidence-based approach to identify and mitigate ethical supply chain risks. Utilising both robust and validated external and internal data proactively collected through ethical data platforms, knowledge sharing and supplier monitoring.

EVENTS AND CONSIDERATIONS WITHIN 2023 – 24

In this year we have seen continued world conflict, an increase in severe climate events and the repercussions from the cost-of-living crises, all of which impact human rights globally. We continue to ensure our due diligence processes are agile so we can adapt accordingly. As part of our procurement strategy, we prioritise in person visits, meetings and audits at our supplier sites and farms. This ensures that we proactively identify and mitigate any risks by having greater visibility of the practices within our supply base.

OUR POLICIES:

To support our Purpose and Vision of '**Nurture and Nourish, People and Planet** by **Making Great Food the Right Way Forever**, we have a number of policies outlined below. We have a Responsible Trading Policy and a Supplier Code of Conduct, which cover our sites and our supply chains respectively, that recognise our commitment



to the Ethical Trade Initiative (ETI) base code, worker's rights and compliance to the ILO conventions.

Our commitment to minimising modern slavery or human trafficking risks within all parts of our business and supply chain is reflected in our policies. In addition to our Responsible Trading Policy we have a number of relevant policies and procedures, including but not exhaustive: equal opportunities, co-owner handbook, whistleblowing, agency management, diversity, training and recruitment. These policies support our continual compliance not just from a legal standpoint but also to ensure our business requirements are met and our employees are engaged to support our ambition of becoming the employer of choice in the Southwest.

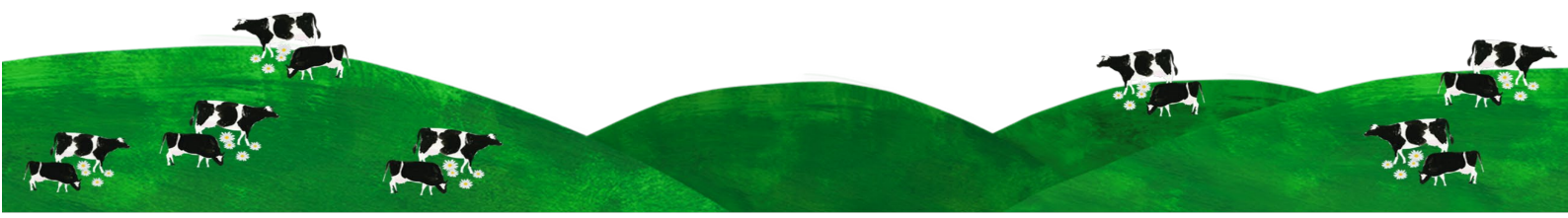
DUE DILIGENCE, RISK MANAGEMENT AND KPI MONITORING:

OUR SUPPLY CHAIN:

Our raw material suppliers are managed by our central procurement and technical teams. We ensure that we only source raw materials from suppliers that have been taken through a robust supplier approval process and who continue to be monitored at a frequency and depth based on risk. Our monitoring programme includes but is not limited to: in-person and online audits, visits and regular meeting schedules; horizon scanning; external certification requirements; external knowledge partnerships and ethical data platforms.

To monitor our suppliers ethical and environmental risks and practices, we continue to use the globally recognised platform Sedex as our ethical supplier data platform. This provides us with a greater level of visibility of our ingredient and packaging suppliers (from whom we purchase products directly) practices. We require all our direct ingredients and packaging suppliers to be Sedex members, link to Yeo Valley for visibility and have fully completed the Self-Assessment Questionnaire, reviewing annually. A number of our raw material suppliers also have completed SMETA audits.

In support of our Impact 'a Fairer Supply Chain', we have generated an internal metric to 'Improve the Ethics and Sustainability of our raw materials'. This metric provides visibility of all our raw materials ethical and environmental credentials and allows us to identify priority and high-risk categories and workstreams. The Fairer Supply Chain Working Group, mentioned above, is developing the framework that will enable the wider business to implement sustainable sourcing practices and workstreams within these identified priority areas. Within the last year, this working group has:



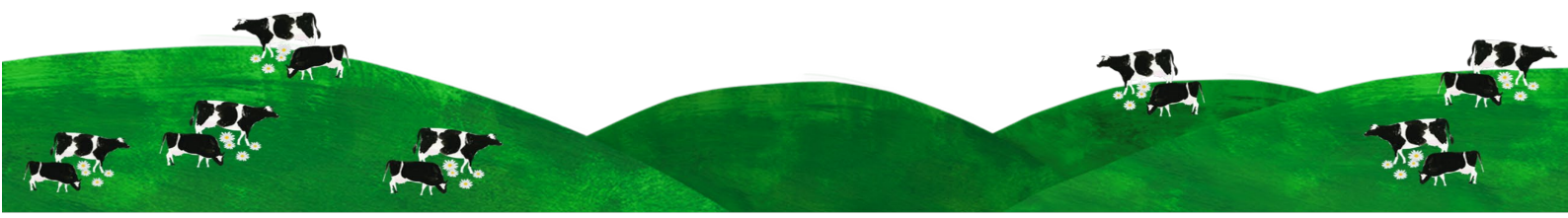
- Developed a supply chain impact assessment, utilising verified external data to identify ethical (including modern slavery) and environmental inherent risks within different raw material categories and countries of origin.
- We are active members of the Food Network for Ethical Trade (FNET) and keep up to date with current and emerging issues; as well as continually reviewing external data platforms to ensure we are utilising the most comprehensive supply chain data available.
- We have revised our supplier code of conduct and rolled out to all direct ingredient and packaging suppliers.
- We have built in SMETA non-conformances and sedex performance of direct ingredient and packaging suppliers into supplier performance reviews.

OUR SITES:

Our Passionate People priorities, focus on the meaningful influence of our co-owners and ensure that everyone feels that they belong and have a future at Yeo Valley. Each site has developed their own strategic plans which set out people focussed aims, embedding the Passionate People's intent across the business. As mentioned, site Co-owner forums meet on a monthly basis to discuss and action relevant topics and business led initiatives.

We have a number of processes, due diligence checks and channels of communication to monitor potential modern slavery indicators throughout the employee lifecycle and give our co-owners the opportunity and space to feel heard.

- We run an annual confidential co-owner engagement survey called 'Yeo Voice' covering all areas of human rights, in 2023 we saw an increased participation rate of 86% and achieved a sustainable engagement score of 73%.
- We have a group of co-owners who are Mental Health First Aiders, working closely across all sites, to give all co-owners an additional route to seek support if needed.
- Co-owner forums across all sites, including manufacturing, distribution and head offices and a business wide Co-owner Council.
- Modern Slavery Impact Assessment, led by HR, has been embedded into our People risk register and approach, identifying risks and workstreams for improvement across sites and recruitment.
- All our manufacturing and distribution sites have a semi-annual SMETA audit every 2 years, and all sites complete the Sedex self-assessment questionnaire and reviewed on a 6-monthly basis. Audit Performance History:



none of our SMETA audits have flagged any non-conformances or observations that raise concerns of Modern Slavery.

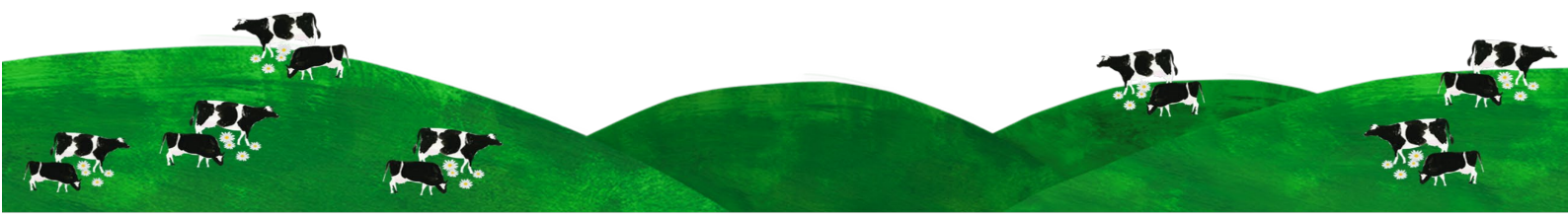
- We have a whistleblowing policy; posters are made available on all sites in appropriate areas and briefings are carried out to all co-owners on a 6-monthly basis.
- Our payment software completes due diligence checks to review if any co-owners share bank accounts, with any flags then reviewed internally.

OUR RECRUITMENT:

We have a dedicated in-house recruitment team that manage both our internal recruitment across our sites and our external agency partners. We predominantly hire through our in-house recruitment and have rigorous controls throughout the on-boarding process to support and assess our future co-owners. A small proportion of our workforce are sourced through the use of agency recruitment, and we make sure to monitor the agencies processes and due diligence to ensure they meet our own standards.

We are aware that there is a risk by using agency staff within our manufacturing sites and distribution centres, and this has been identified as a key area of focus within our Modern Slavery Working Group. We work to mitigate this risk by using only specified, approved and reputable employment agencies to source labour. Our due diligence includes, but not limited to, regular meetings, KPI monitoring, internal auditing and modern slavery review within tender selection processes. In addition, all labour agencies are registered members of the Gangmasters Licensing Authority, and we ensure we hold proof of their certification.

- We have monthly meetings with our agency provider to discuss performance against agreed KPIs and any issues.
- We complete annual internal audits on the labour agencies that we work with, this includes staff interviews. No non-conformances were raised within this reporting period.
- The labour agencies are responsible for completing necessary right to work checks (if temporary), however secondary identification checks are completed by Yeo Valley prior to an individual commencing employment
- During the recruitment process, questions relating to Modern Slavery indicators are included and reviewed, both from an agency and a direct employment perspective.
- During agency supplier approval, a supplier's modern slavery due diligence and controls are a key focus and requirement.



TRAINING:

We have an inhouse Learning & Development team who are experts at delivering a wide range of topics to our co-owners, both online and at our L&D centre. It is imperative for Co-owners to understand their rights and how they can raise issues or concerns; and appropriate training is a key step to help achieve this.

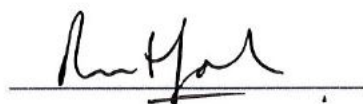
Training is a key area of focus within our Modern Slavery Working group and Modern Slavery Impact Assessment. Specifically:

- All key stakeholders within the sites Modern Slavery working group are trained by Stronger Together, both standard and advanced.
- Site induction training has been reviewed, expanding on Modern Slavery awareness. The Modern Slavery Awareness training is due to be rolled out as an annual refresher to all our co-owners.
- A training Modern Slavery programme has been developed and due to be rolled out within the next 6 months, either by delivering specific training or embedding within existing curriculum. With training needs identified that are specific to job roles, including HR, Managerial roles, Recruitment Managers and supplier facing roles.

Board Approval

This statement has been approved by the organisation's board of directors, who will review it and update it annually.

Director's Signature

A handwritten signature in black ink, appearing to read "Rob Sexton", written over a horizontal line.

Rob Sexton – Chief Executive Officer

Date: Monday 4th November 2024

