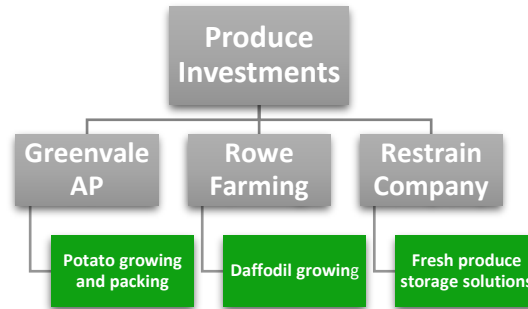




Human Rights, Ethical and Modern Slavery Policy Statement

Produce Investments Ltd (PI) was established in 2006 and is the parent company of three trading organisations within the fresh produce sector, as per the structure below.



PI has a presence in a number of locations throughout the UK, Europe and North America.

PI is committed to the highest standards of business and ethical behaviour including compliance with all applicable laws and regulations and the creation of company policies, practices and procedures to facilitate this.

PI respects Human Rights as established in the United Nations Universal Declaration on Human Rights (1948) and the Ethical Trading Initiative Base Code derived from the International Labour Organisation’s Core Conventions:

Employment is freely chosen	Freedom of association	Working conditions are safe and hygienic
Child labour shall not be used	Living wages are paid	Working hours are not excessive
No discrimination is practiced	Regular employment is provided	No harsh or inhumane treatment is allowed

In line with the UN Guiding Principles on Business and Human Rights, PI recognises the corporate responsibility to respect these principles and commits to this through on-going human rights due diligence. Furthermore, our efforts include ongoing collaboration with our business and major supply chain partners to mitigate potential human rights impacts beyond our direct control.

PI is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, PI is committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in their employment jurisdiction and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Signed:

Date: 1st September 2024

Rachel Cook-Coulson – Group Chief Finance Officer