

Opening statement from senior management

Natural Innovations Limited is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers. Natural Innovations Limited complies with the provisions of the UK's Modern Slavery Act 2015 and the duty it places on businesses to disclose publicly the steps they are taking to tackle forced labour and human trafficking.

As part of a global food supply chain, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking in its corporate activities, and to ensure that its supply chains are free from slavery and human trafficking.

Structure of the organisation

Natural Innovations Limited is the leading supplier of added value plant-based ingredients within the UK food sector, employing over three and fifty hundred people. The organisation operates from within the UK, supplying retail manufacturing customers, food service customers and home delivery meal sectors, predominantly in the UK, and also within Europe.

Natural Innovations Limited believes in long standing strategic relationships with trusted suppliers, sourcing the majority of raw materials within the UK. The organisation also imports raw materials from Europe and its supply chain extends globally.

In the year to 31st July 2025, the Company had a global annual turnover of £60 million. To find out more about the nature of our business, please click

<https://www.naturalinnovations.com>

Risk and compliance

The following is the process by which the company assesses whether particular activities or countries are high risk in relation to slavery and human trafficking:

- Natural Innovations Limited is a B member of SEDEX, (Supplier Ethical Data Exchange). We have an ethical policy based upon the Ethical Trade Initiative key principles which is applied to all our activities.
- We require that all our suppliers adhere to our anti-slavery policy. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains.

The following activities are at elevated risk of slavery or human trafficking:

- Our UK operation is considered elevated risk. Our risk assessment concluded that the site is high risk due to the presence of non-UK European workers and the use of GLAA certified labour providers. We ensure that we apply all appropriate controls when recruiting staff and ensure that their welfare is of paramount importance. Our labour providers are required to be members of

Stronger Together and are certified by the GLAA and members of the ALP / REC. Labour agencies are audited by Natural Innovations Limited HR Team, annually.

Investigations

The Head of Human Resources, Head of Technical, and Senior Managers as necessary would be involved in the investigations and due diligence in relation to known or suspected instances of slavery and human trafficking. Where there is evidence of this, then the appropriate authorities shall be notified immediately for advice and involvement in resolving the issues.

Policies

As part of our commitment to combating modern slavery, we have implemented a Modern Slavery Policy which can be found in our employee handbook.

We also make sure our suppliers are aware of our policies and adhere to the same high standards.

Due diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted the following due diligence procedures.

Agency Workers Policy

- The organisation uses only specified, reputable and GLAA certified employment agencies to source labour and always verifies the practices of any new agency before accepting workers from that agency. Agencies must have a valid GLAA operating licence, be members of Stronger Together, hold full business insurance and documented policies for the recruitment and induction of staff.
- Labour providers are audited annually by our HR Manager.

Supplier Code of Conduct

The organisation undertakes appropriate due diligence when considering onboarding new suppliers. The organisations due diligence and reviews include:

- New Suppliers complete a warranty pack and sign to confirm agreement with our ethical code.
- Suppliers are encouraged to be members of SEDEX to allow us to evaluate the modern slavery and human trafficking risk of each new supplier.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains.
- monitor potential risk areas in our business and supply chains.
- reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- provide adequate protection for whistleblowers.

Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our 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.

Whistleblowing Policy

Natural Innovations Limited encourages all its workers, suppliers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstance that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easier for workers to make disclosures, without fear of retaliation. All members of staff have the right to a confidential face to face meeting with a manager or the Human Resources Department to discuss their concerns. Natural Innovations Limited have placed a number of whistleblowing posters on notice boards and have suggestion boxes around the site.

Employee Code of Conduct

Natural Innovations Limited has an Employee Handbook which makes clear to employees the actions and behaviours expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviours. This is referenced in the Anti-bribery and Anti-corruption Policy.

Further actions and sign-off

Following a review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- Mapping the supply chain broadly to assess product or geographical risks of modern slavery and human trafficking.
- Ensure further managers are trained in Stronger Together.

- Introduce KPI's to effectively monitor our progress.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Natural Innovations Limited slavery and human trafficking statement for the financial year commencing 1st August 2024 and ending 31st July 2025.

This statement was approved in 2025 by the organisations CEO who reviews and approves this statement annually.

Signature:

M Wood

Matthew Wood

CEO

Natural Innovations Limited