

MEG Derby Limited – Statement on Slavery and Human Trafficking

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the "**Act**"), this statement sets out the steps MEG Derby Limited (the company/we) has taken to ensure that our business as well as our supply chains are free from (modern) slavery and human trafficking. This statement relates to actions and activities during the financial year from 1 March 2023 to 28 February 2024.

Introduction

The Act requires commercial organisations supplying goods or services with a turnover of more than GBP 36 million to prepare and publish an annual "slavery and human trafficking statement". As our organisation meets the thresholds to be considered a large business, we have developed this statement to demonstrate our commitment to prevent (modern) slavery and human trafficking from occurring in any of our corporate activities, as well as to ensure that our supply chains are also free from such practices.

What is modern slavery?

Modern slavery is a growing global problem that refers to situations where individuals are exploited and forced to work or provide services under condition that are akin to slavery, such as through force, fraud, or deception. It can include various forms of exploitation, such as debt, bondage, human trafficking, and forced marriage. Sadly, it affects vulnerable people in many different sectors including agriculture, construction, hospitality, retail, manufacturing and more.

Our organisational structure and operations

The company is a manufacturer of non-alcoholic beverages working in the Fast Moving Consumer Goods sector. The company's parent company is the Schwarz Produktion Stiftung & Co. KG. It has its head office in Weißenfels, Germany, and is part of the Schwarz Group (<https://schwarz-produktion.com/en/>).

Nature of our supply chains

Our key supply chains involve strategic long-term-partnerships with selected suppliers. Our suppliers are mostly located in Germany and Europe but act globally, especially with regard to the sourcing of raw materials which are used in our packaging materials, compounds, or additives.

Our policies relating to (modern) slavery and human trafficking

Our Business Partner Code of Conduct reflects our commitment to implement and to enforce effective procedures and controls to minimise the risks of (modern) slavery and human trafficking or other modern slavery practices infiltrating our business operations or supply chains, and to acting ethically and with integrity in all our business activities and relationships.

The principles outlined in our Business Partner Code of Conduct are based on the following international guidelines and principles:

- International Bill of Human Rights
- UN Guiding Principles on Business and Human Rights
- UN Convention on the Rights of the Child
- UN Convention on the Elimination of All Forms of Discrimination against Women
- OECD Guidelines for Multinational Enterprises

- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- Paris Climate Agreement
- Minamata Convention
- Stockholm Convention
- Basel Convention
- The ten principles of the UN Global Compact (UNGC)

It is an integral part of our Business Partner Code of Conduct to comply with the ban of modern slavery and all other practices similar to slavery. This includes serfdom or other forms of power or oppression in the workplace, such as extreme economic or sexual exploitation or humiliation.

For more information on our commitment to human rights and ethical behaviour, please refer to our [Business Partner Code of Conduct](#).

Our due diligence processes and risk assessment in relation to (modern) slavery and human trafficking

As part of our efforts to minimize the risks of modern slavery and human trafficking we perform due diligence on the suppliers we work with in accordance with our policies. We make our suppliers aware of our standards and policies and take appropriate measures to ensure that they adhere to the same high standards.

In order to monitor and mitigate the risks of slavery and human trafficking occurring within our supply chains we aim to undertake due diligence processes in relation to new suppliers.

We assess which of our own activities and supply chains represent the highest risks in respect of (modern) slavery or human trafficking and take any appropriate action.

Heightened risk areas that we have identified in relation to (modern) slavery and human trafficking are our recruitment practices, particularly our use of recruitment agencies for temporary labour. To mitigate against the risks in these areas, we conduct and review a preferred supplier tendering process.

Our processes for assessing and managing our effectiveness in preventing (modern) slavery and human trafficking

To ensure the effectiveness of our implemented measures against (modern) slavery and human trafficking, we continuously monitor the standards and policies of the suppliers we work with and require them to implement the requirements of our Business Partner Code of Conduct appropriately along the supply chain and to impose them adequately on their own business partners by means of suitable contractual provisions.

Based on the rights reserved in our Business Partner Code of Conduct, we conduct appropriate risk-based audits to verify our supplier's compliance with our standards. In this context, we request from our suppliers to provide all necessary information and disclosures and, subject to reasonable advance notice, to allow us to conduct on-site inspections at our supplier's premises.

In the event of a violation of our Business Partner Code of Conduct we will give our suppliers a reasonable grace period in which to remedy the violation and, if this period expires without result, we will rescind or terminate the business relationship. In the case of a serious breach, no

grace period will be set, and the supplier will be blacklisted and removed from our portfolio and an alternative supplier will be sourced.


Our staff training on (modern) slavery and human trafficking

We provide training to key staff to ensure that they understand the risks of (modern) slavery and human trafficking infiltrating our business or supply chains.

Director approval


This statement was approved by our Managing Director and Plant Director, and it is reviewed and updated annually.

17-Jun-2024


Dr. Jens Rudolph (Jun 17, 2024 17:35 GMT+2)

Date

Dr. Jens Rudolph
Managing Director


Lukasz Gladysz (Jun 18, 2024 08:23 GMT+1)

Lukasz Gladysz
Plant Director