

## **Herouk&i Slavery & Human Trafficking Statement**

Herouk&i is a baby, toddler and kids' food company based in the UK.

Herouk&i foods are found in all major retailers in the UK and exported to many countries around the world.

Our office is based in Bournemouth, Dorset with a team of 65 people that cover, Marketing; Brand, Communications and Social Media, Food design and development, Operations; Supply Chain and Procurement, Sales and Category, Technical, Quality and Consumer Care, HR and Finance. Herouk&i manufactures its products via its supply chains that are located in the following countries: Turkey, Germany, Switzerland, Austria, Netherlands, Belgium, Italy, Hungary and the Czech Republic and outsources logistics and warehousing to a distribution centre in Leicestershire, UK and a distribution centre in the Netherlands. We do not directly manufacture any food ourselves.

Herouk&i is part of the Hero Ag group that is headquartered in Switzerland.

### **Our policies in relation to slavery and human trafficking**

Herouk&i (as part of the Hero Group) fundamental business principle is to create long-term success for our owners, to be sustainable, and ultimately create value for society. We want to offer healthy, nutritious, safe, and high quality products to our consumers. We will do this whilst applying fair practices in terms of human rights, non-discrimination, child labor, forced and compulsory labor, rights of association, anti-corruption, anti-competitive behavior as defined by the United Nations Global Compact (UNGC) and the International Labor Organization (ILO). We act with integrity, loyalty, honesty, and in full compliance with all applicable laws.

We expect our suppliers and partners to implement their own policies in accordance with these principles and require our employees around the world to uphold and live this commitment every day.

We take great care to build open, long term, sustainable and honest relationships with our supply partners, to enable us to have a clear view of our supply chain so that any issues can be highlighted and addressed and resolved jointly to eliminate any risk to all parties involved in the manufacture of Herouk&i foods. That way their livelihoods, welfare and businesses are also sustainable for future generations.

### **Assessment**

We continue to ensure that our direct supply partners, who are manufacturing our food, are maintaining their ECOVADIS membership. Maintaining ECOVADIS membership has now been added to the supply partners KPIs. The KPI's are reviewed in detail with suppliers at annual reviews or as appropriate. ECOVADIS ratings covers 21 CSR criteria based on international standards. Providing indicators, scoring and action plans in the areas of Environment, Labour & Human rights, Ethics, & Sustainable Procurement.

We also ensure that our additional 3<sup>rd</sup> party services maintain their ECOVADIS membership. Howard Tenens, our warehousing and distribution provider in the UK, are ECOVADIS accredited.

## Regular reviews

Herouk&i team members visit our suppliers at a frequency determined by risk, to review and audit their factories against food safety standards. In the event a physical audit is not possible due to exceptional circumstance eg: COVID-19, then either a virtual audit is arranged, or re-audit frequency is assessed and agreed with the Head of Quality.

Any concerns or potential evidence of slavery or untoward practices will be raised immediately within Herouk&i.

In addition, all our manufacturing suppliers are 3<sup>rd</sup> party accredited to international GFSI level. Some of these businesses are also certified via recognised Ethical Trading standards.

## Training

To further ensure compliance with this act, the teams responsible for direct supplier engagement are made aware of this act and statement, our responsibilities, and the code of conduct which is how we do business.

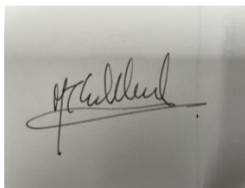
Herouk&i publish detailed sustainability reports "Making Things Better". We compiled this report versus GRI Core principles, the gold standard in sustainability reporting. Within this framework and report we provide clear visibility and evidence of our sustainable, as well as ethical practices and our clear goals to continue to further improve.

## Highlighting Ethical Non-conformances

Where concerns are identified either via audits, data analysis or physical visits in relation to any of this statement or perceived wrong doings, a Herouk&i employee can raise their concerns via the whistleblowing policy and/or with the senior management responsible for ethical trade standards (Head of HR, Head of Quality, Head of Procurement TPM).

Signed By: Matt Goddard

Position: Managing Director

A handwritten signature in black ink, appearing to read 'M. Goddard', is written over a horizontal line on a light-colored background.

Date: July 2024

Review Date: June 2025