

SUNCROP LIMITED
MODERN SLAVERY STATEMENT
FOR THE FINANCIAL YEAR Oct' 23-Sept'24

Introduction

As a business we are very aware of the constantly changing issue of Modern Slavery and Human Trafficking and how it affects all types of sectors and industries. We are very committed to operating our business in a transparent and responsible manner, striving to attain the highest ethical standards and respect for human rights. This includes reducing the risks of modern slavery throughout our business and our supply chain. We take a zero tolerance approach to the issue of any form of Modern Slavery and seek to ensure that all of our employees are observant of any suspicious or concerning activity that may be linked.

Organisational Structure and Supply Chains

Eco-Pak Limited is an tomato, pepper and cucumber packing and distribution company, who distributes mostly in the UK, but occasionally in mainland Europe.

We pack, store and distribute to a broad range of customers in retail, food service and manufacturing. Our supply base is extensive and also has a global reach, some countries of which are considered of higher risk in respect of Modern Slavery. We work closely with our suppliers to mitigate these risks by taking a transparent, structured, aligned and sustainable approach to tackling Modern Slavery across the Company. We have an approved supplier process, which reaches into each business and asks for all the relevant audits, certificates and processes to be as secure as we can be. This is headed up by our Operations, HR and Technical teams and has the full support right up to the Directors of the business.

Policies on Modern Slavery

We fully support and respect human rights which is a fundamental belief of Eco-Pak Limited and as such we do not engage or accept any forms of bonded, forced or child labour. We expect the businesses who work with us to follow these principles and will not knowingly work with those that do not. Further to the issue of the Modern Slavery Act 2015, we have published our **Preventing Hidden Labour Exploitation Policy** which provides clarity to all of our employees, agency workers and agency labour providers on the Company's standards, processes and actions that it commits to take in order to protect workers from the threat of labour exploitation.

We encourage all our employees to report any concerns either internally or via our **Whistleblowing Policy**. This is widely publicised throughout the business.

External Partnerships

As Modern Slavery is a global issue we collaborate with and support industry and global prevention bodies. We continue to have key partnerships with Stronger Together and the Gangmasters and Labour Abuse Authority. We are Stronger Together Business Partners for 2024. We have adopted their guidelines and use their resources in order to develop our principles in tackling Modern Slavery within our business.

Due Diligence Processes — Risk Assessment

We risk assess our suppliers through the industry relevant bodies and operate to the Ethical Trading Initiative principles, seeking to support them to achieve the required standards.

In the next financial year we are committed to undertake the following activities:-

- A review of our current supply chain to ensure the inclusion and raise awareness of the risk of Modern Slavery.
- Raising awareness for all of our growers to become Business Partners of Stronger Together and to adopt their principles and embrace their resources.

- Liaising with industry bodies to ensure compliance in labour standards and in particular Modern Slavery.
- Labour Provider Audits will continue to be carried out with our GLAA licenced agency.
- Conduct monthly audits on agency / directly employed staff, using the stronger together interview questions to ascertain whether they are being exploited.

Training and Raising Awareness

We continually work to raise awareness among both our internal employees and our agency labour. We have used the Stronger Together resources in order to do this ensuring all workers are made aware during our induction process within their own language. During the induction we also hold a specific session in relation to Employee Rights. Throughout the business we display multi-language Stronger Together workplace posters in very prominent areas.

We are committed in the forthcoming year to reinforce training and hold regular workshops.

We have engaged with the local 'Modern Slavery' department of the police and now have direct links to officers who specialize in this area, should we need to call on them.

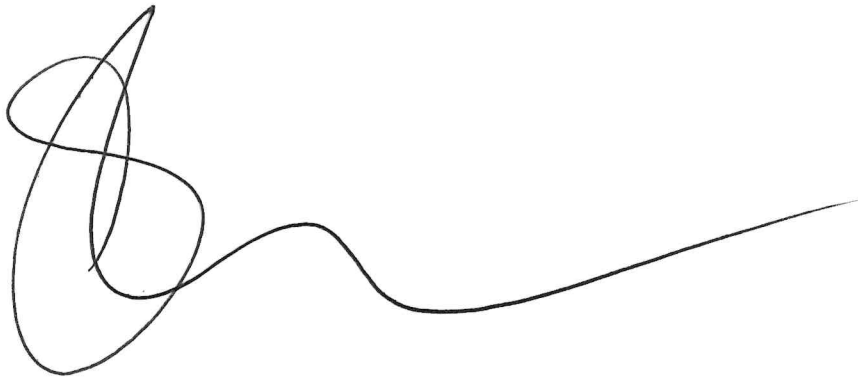
Measuring Effectiveness

We are currently looking at more comprehensive measurements to assess our effectiveness in the area of Modern Slavery. Ensuring a 100% completion of training and understanding for all employees and agency workers is a key target.

Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Eco-Pak Ltd Modern Slavery Statement for the financial year ending 30th September, 2024.

I the undersigned take responsibility for this statement and represent the Board of Suncrop Limited and confirm this will be reviewed and updated annually.

A handwritten signature in black ink, consisting of a large, stylized initial 'R' followed by a long, sweeping horizontal line that tapers to the right.

Richard Hall
Operations Director
7th March'24

Questions regarding this statement or requests for further information should be made to Richard Hall, Operations Director.

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