

WORLD WISE FOOD GROUP MODERN SLAVERY STATEMENT

APRIL 2025 – MARCH 2026



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1. INTRODUCTION

The UK Modern Slavery Act 2015 (the 'Act') requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their own-operations and supply chains. This is the ninth modern slavery statement produced by the World Wise Foods Group made pursuant to the Act.

Our statement outlines steps taken by the World Wise Foods Group to prevent modern slavery during the financial year 2025 – 26. This report covers actions taken by World Wise Foods and Nature's Finest Food Products who are both based in the UK. American Tuna Inc. follows US modern slavery reporting requirements.

The World Wise Foods Group is fully committed to working proactively to understand the modern slavery risks within our own-operations and supply chains and putting controls in place to mitigate against them. Over the past 12 months we have continued to strengthen our approach, including:

- Completion of Year 2 of our Enhanced Due Diligence – Thailand programme
- Supporting the development and delivery of action plans in response to human rights allegations
- Contributing to the reimbursement of recruitment fees beyond Tier 1 of our supply chain
- Delivering updated modern slavery training to World Wise Foods and Nature's Finest board members

In the year ahead we will continue to develop our approach to managing the risk of modern slavery within our business and supply chains and ensure our strategy continues to respond to changing risks.

This statement was approved by the World Wise Foods and Nature's Finest Food Products Board of Directors.

A stylized, handwritten signature in black ink, appearing to read "David Burton".

DAVID BURTON

Chief Executive, World Wise Foods
April 2026

A stylized, handwritten signature in black ink, appearing to read "John Burton".

JOHN BURTON

Chairman, Nature's Finest Food Products
April 2026

¹ We define tier 1 as the sites where final manufacturing occurs.

2. ORGANISATION STRUCTURE AND SUPPLY CHAINS

The World Wide Foods Group is made up of three separate business entities. World Wide Foods, Nature's Finest Food Products and American Tuna. World Wide Foods has overall responsibility for sustainability for the Group.

World Wide Foods is an agent and distributor supplying private label and branded ambient food products to leading retailers, manufacturers, and food service businesses worldwide ('Customers'). Nature's Finest Food Products Ltd is a food company supplying a range of branded foods to leading retailers, convenience stores, wholesalers and food service businesses. We have UK offices with staff covering commercial, finance, supply chain, sustainability, product development, administrative and technical functions. Storage and distribution is handled by contracted third parties.

We have direct relationships with our supplier partners that produce our finished products, and in some cases we also work directly with raw material suppliers.

The World Wide Foods Group divides its supply chains into two categories:

- Private label and branded food products developed in collaboration with our Supplier Partners and Customers
- Outsourced support services such as IT, communications, cleaning, product testing, storage, and distribution which we procure directly.

The supply chains of our food products can be complex. For example, one of our Asian sauces may contain 30 raw materials from 24 suppliers located across 5 countries. In addition to direct suppliers, raw materials may also come from supplier-owned farms and plantations, local farmers or fishers, or via agents. We have prioritised mapping the supply chains of key raw materials. In some cases, World Wide Foods purchases the raw material for delivery to and processing by supplier partners.



WORLD WISE FOODS AND NATURE'S FINEST FOOD PRODUCTS SUPPLIER PARTNER SITES

- | | | | |
|---|--|--|---|
| 1. Almme, Veria, Greece | 7. Global Green Europe, Duna, Hungary | 13. Heze Sangqing Food Co Ltd, Shandong, China | 19. Planta Alimentos Prosalud, Puntarenas, Costa Rica |
| 2. Canfisco - AGS Ketchikan, Alaska, United States of America | 8. Global Green Europe, Putza, Hungary | 14. Horizon Fisheries Private Ltd, Maandhoo, Maldives | 20. Postres Reina, Pombal, Portugal |
| 3. Canfisco - AGS Naknek, Alaska, United States of America | 9. Global Green Oblapura, Bangalore, India | 15. Kuiburi Fruit Cup Co. Ltd, Prachuap Khiri Khan, Thailand | 21. PT. Samudra Mandiri Sentosa, Bitung, Indonesia |
| 4. Casalasco Bussetto, Parma, Italy | 10. Greenyard Prepared - Unit A, Bree, Belgium | 16. Merit Food Products Co. Ltd, Chonburi, Thailand | 22. RFG Eswatini (Pty) Ltd, Malkerns, Eswatini |
| 5. Delisauce, Johor, Malaysia | 11. Greenyard Prepared - Unit C, Bree, Belgium | 17. MMP International Co. Ltd, Samutsakorn, Thailand | 23. Thai President Foods Public Co. Ltd BP2, Ratchaburi, Thailand |
| 6. Food & Drink Public Co. Ltd, Chonburi, Thailand | 12. Greenyard Prepared, Rijkevorsel, Belgium | 18. Ningbo, Zhejiang, China | |

47
Employees

18
Supplier
partners

270
Product lines

14
Sourcing
countries

13,200+
Workers in our
tier 1 supply
chain

3. POLICIES IN RELATION TO MODERN SLAVERY

We are committed to ensuring that workers in our supply chains are treated with dignity, and that human rights are respected. We fully support the UN Declaration on Human Rights and the UN Guiding Principles on Business and Human Rights and take seriously our responsibility to prevent, mitigate and remediate human rights abuses both through our own actions, and in collaboration with others.

The two key policies applicable to all supplier partners which demonstrate and monitor these commitments are:

Responsible Sourcing Code of Practice:

This policy outlines the standards all our supplier partners are expected to meet. This includes a commitment to ensuring employment is freely chosen, all overtime is voluntary and delivery of 'no fees paid' recruitment. All new supplier partners are required to sign the code of practice before supply commences. We expect new and existing supplier partners to be open and honest with us where gaps against the Code are identified and work with us to drive improvement.

Human Rights policy:

This policy outlines our expectations to ensuring and promoting human rights. It identifies the most vulnerable groups within our supply chains and provides detailed requirements relating to each. This includes those most at risk of falling victim to modern slavery – migrant workers, children and young workers. The policy also forms a framework for us to assess supplier partners, through a gap analysis, and subsequently drive continuous improvement.

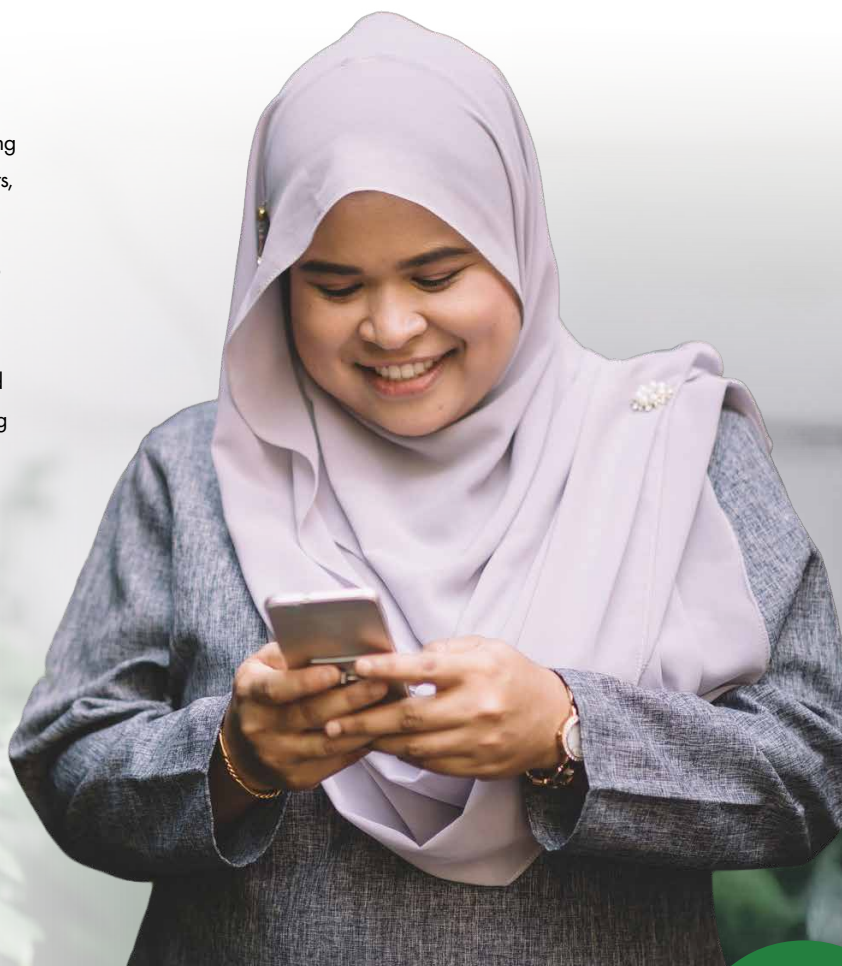
In 2026, we will be updating our Responsible Sourcing Code of Practice to ensure it continues to remain fit for purpose. This will include replacing our commitment to the 'Employer Pays Principle' to a commitment to 'no fees paid' recruitment. This simpler language is immediately understandable and better reflects the shared responsibility of all supply chains actors to ensuring no worker pays for a job. This wording is also now used in this statement.

For our own operations we also have several policies that promote human rights including our Equality and Diversity Policy and Business Code of Conduct Guidelines. We regularly review our employee facing policies against industry best practice and welcome employee feedback on these. World Wise Foods also has an Employee Working Group that meets quarterly and gathers worker feedback through an annual employee engagement survey. This year we also introduced feedback forums, hosted by non-management colleagues, to further understand where there are opportunities for improvement.

Governance

World Wise Foods Chief Executive and Chief Operating Officer have overall responsibility for ensuring both businesses meet their human rights commitments. The Board of Directors for both companies also hold this responsibility. Working in collaboration with senior managers and supplier partners, delivery of our human rights policies and procedures is led by the Group Head of Sustainability who reports directly into the World Wise Foods Chief Executive.

All policies and procedures are approved by World Wise Foods Chief Executive and World Wise Foods and Nature's Finest Food Products Boards of Directors alongside relevant members of the Senior Management Team. Progress against agreed objectives is reported quarterly to senior managers and World Wise Foods and Nature's Finest Food Products board members. World Wise Foods progress is also reported publicly against human rights key performance indicators in our annual sustainability report 'Food for Thought'.



4. RISK ASSESSMENT AND MANAGEMENT

We conduct a Supplier Partner Human Rights Risk assessment quarterly. This score reflects:

- Country risk (as determined by the FNET country risk ratings)
- Type of labour used (seasonal, permanent, agency or migrant)
- Ethical performance in their most recent ethical audit
- Knowledge of supplier partners capability and capacity

The scores determine which supplier partners we prioritise engaging on human rights issues; this list is typically dominated by those in high-risk countries. For World Wise Foods the scores determined by the Supplier Partner Human Rights Risk assessment also feed into the quarterly Supplier Partner Performance Scores reported to the World Wise Foods Board of Directors.

We gather insights on emerging risks through our engagement with relevant multi-stakeholder initiatives and country-level partnerships. Campaigners, activists, and whistle-blowers can also play an important role in helping us identify where some of the biggest risks lie. We also capture the views of workers through direct worker engagement including informal conversations, interviews, focus groups and worker surveys.

5. DUE DILIGENCE PROCESSES

Our [Human Rights Due Diligence Approach](#) outlines the ongoing risk management process we follow to identify, prevent, mitigate and account for how we address adverse human rights impacts connected to our business. The outputs of our due diligence (the steps taken to actively manage risk) for 2025 – 26 are summarised below.

Compliance

We monitor compliance with the ETI Base Code through our ethical compliance programme. 65% of our supplier partners were audited in the last 12 months. All audits conducted under our ethical compliance programme include worker interviews. We continue to engage directly with Sedex and 3rd party audit bodies to enhance the quality of auditing. This year no non-conformances were raised under the category 'Employment is Freely Chosen' which includes issues related to the payment of recruitment fees by workers. Where non-conformances are raised in audits, we continue to work closely with all our supplier partners to ensure timely closure.

We monitor compliance with our Human Rights policy by conducting a gap analysis 1:1 with all supplier partners. This exercise involves direct conversations with HR teams and workers as well as a review of relevant policies and procedures. To date, we have completed a gap analysis with 86% of World Wise Foods supplier partners and 80% of Nature's Finest Food Products supplier partners. The average compliance rate is 76% and 66% respectively².

There are several clauses within the policy that mitigate the risk of modern slavery. Progress towards verifying 100% compliance with these clauses for World Wise Foods and Nature's Finest Food Products is outlined below.

Clause(s)	Number of clauses	% compliance ³
No worker should pay for a job.	1	88%
Overtime must be voluntary in principle and practice. [...] There must be no negative implications for refusing to work overtime.	1	100%
Workers must be free to choose to live in private accommodation or accommodation provided by employers (where available). Workers freedom of movement must not be restricted.	1	100%
All workers must be able to terminate their employment with reasonable notice (as specified in their contract) without penalty.	1	100%
Freedom to change employment must be respected and legal requirements followed.	1	100%
Migrant Workers are protected.	47	89%
Child Labour is prevented and Young Workers are protected.	9	98%

² Where >75% of clauses have been reviewed

³ % compliance across supplier partners where >75% of clauses have been reviewed, excludes 'Unknowns'

We recognise the inadequacies of audits in detecting modern slavery indicators and take a 'beyond compliance' approach across our supply chains. Examples as below:

Ensuring Responsible Recruitment

Responsible recruitment is also a key area of focus under our Human Rights approach. This is because recruitment fees and costs, which can lead to debt bondage, are the most common Modern Slavery indicator in our supply chains. This also aligns with the broader commitment to provide decent, fair and safe work to all. Decent work starts with responsible recruitment.

To both understand and address this risk, we prioritise worker interviews at sites in our supply chain that employ migrant workers. Direct worker voice enables us to understand workers experiences during the recruitment or document renewal process, including understanding where fees or costs have been paid. In 2025 – 26 we conducted worker interviews, using independent interpreters, at 7 supplier partner sites and 4 sites beyond Tier 1. Interviews included questions on freedom of movement and recruitment fees and costs. Where relevant, the findings of these interviews inform action plans to drive continuous improvement at these sites.

Where cross-border recruitment is required, we recognise the importance of conducting due diligence end to end in the recruitment supply chain. Our supplier partner of finished goods in the Maldives continues to recruit migrant workers from Nepal via IMR Recruitment, Nepal. IMR Recruitment is IRIS (International Recruitment Integrity System) certified with a total of 54 workers recruited to date. This year our supplier partner has continued to work in collaboration with the International Organisation of Migration (IOM) to identify additional recruitment agencies in Bangladesh that are able to deliver 'no fees paid' recruitment. The intention is to commence recruitment via these agencies in 2026.

Recognising that there is an opportunity to drive progress beyond our supplier partner sites, we have been engaging with government representatives in the Maldives to discuss strengthening the regulation of migrant worker recruitment and scale action at national level. We have now begun working with the International Organisation of Migration (IOM) to develop a concept note for a cross-industry programme to support this work. The intention is for this to launch in 2026.

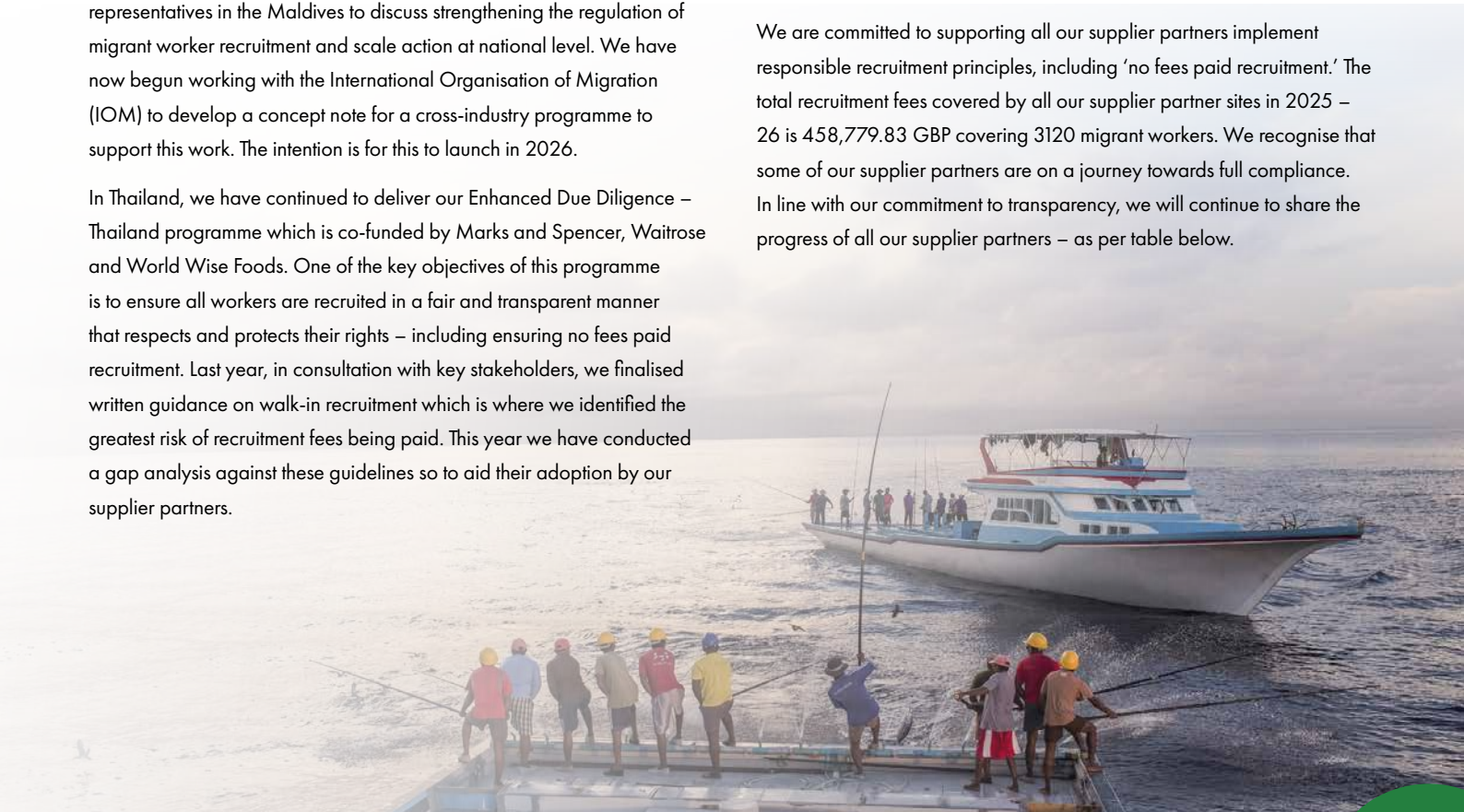
In Thailand, we have continued to deliver our Enhanced Due Diligence – Thailand programme which is co-funded by Marks and Spencer, Waitrose and World Wise Foods. One of the key objectives of this programme is to ensure all workers are recruited in a fair and transparent manner that respects and protects their rights – including ensuring no fees paid recruitment. Last year, in consultation with key stakeholders, we finalised written guidance on walk-in recruitment which is where we identified the greatest risk of recruitment fees being paid. This year we have conducted a gap analysis against these guidelines so to aid their adoption by our supplier partners.

We have also shared these guidelines with other membership organisations, such as the Food Network of Ethical Trade, so to drive improvement across industry. In 2026, our intention is to review and update these guidelines to ensure that they remain fit for purpose as well as assessing the risks associated with recruitment of refugees from Myanmar.

Despite the introduction of the walk-in worker guidelines, in 2025 we received an allegation via a local non-government organisation that workers were paying recruitment fees to a broker to secure employment at a supplier partner site in Thailand. World Wise Foods and our supplier partner worked collaboratively with the 3rd party to conduct a thorough investigation into these allegations. Fake advertisements promoting roles at the site through brokers were found on social media. Where fees were paid by migrant workers, these were prior to applying for the role. Although it remains incredibly difficult to control the activity of brokers outside of factories, improvements were made to recruitment processes to further reduce this risk. Workers have been encouraged to report any future concerns either directly to HR or to the 3rd party.

In 2025 we continued to support a supplier partner site in Europe adopt responsible recruitment principles. This has included improving due diligence of recruitment agencies, improving service level agreements and ensuring adequate predeparture and orientation training for workers. In July, we conducted worker interviews with 25 migrant workers, representing 58% of the migrant workforce. The interviews confirmed job roles, contract terms and working conditions for workers aligned with workers expectations. We subsequently provided recommendations to enhance worker welfare for future seasons including consistent recruitment agency audits and improving health and safety at worker accommodation.

We are committed to supporting all our supplier partners implement responsible recruitment principles, including 'no fees paid recruitment.' The total recruitment fees covered by all our supplier partner sites in 2025 – 26 is 458,779.83 GBP covering 3120 migrant workers. We recognise that some of our supplier partners are on a journey towards full compliance. In line with our commitment to transparency, we will continue to share the progress of all our supplier partners – as per table below.



BRAG	Status	No. Supplier Partners that used migrant workers in 2025 – 26
	Verified via independent 3rd party as delivering 'no fees paid' recruitment	5
	Full commitment to 'no fees paid' recruitment	0
	Partial commitment to 'no fees paid' recruitment	2
	No commitment to 'no fees paid recruitment'	1

Where supplier partners have committed to delivering 'no fees paid' recruitment but we identify gaps in implementation, we will support the delivery of remedy to workers, including the repayment of fees and costs.

Deploying Worker Surveys

In collaboration with Labor Solutions, we continue to deploy worker satisfaction surveys at supplier partner sites in Asia. Utilising an independent facilitator and interpreter, we were able to engage 329 workers, representing over 65% of workers across two sites this year. The survey included a question related to excessive overtime, which is a forced labour indicator. The average score across the two sites was 87.71 out of 100. Two further surveys are planned at sites in Asia in Q1 of 2026.

Promoting Gender Equality

Gender inequality increases the risk of modern slavery for women. To understand the vulnerabilities of women workers in our supply chains, this year we used 3rd party consultants to conduct gender focus groups at two sites in Thailand and India. We engaged 143 women workers across different nationalities and job roles to build a comprehensive understanding of their experience in workplace. We were able to include 38% of the women migrant workforce across the sites. No indicators of forced labour were identified in these forums. To prevent abuse of vulnerabilities, this year we have worked to ensure supplier partner sites conduct gender trainings so to build on workers existing awareness whilst taking preventative approach. We aim to include sites with lower women representation in 2026. The training focuses on gender equality and prevention of sexual harassment. This year we completed 12 gender training sessions with 321 workers.

Beyond Tier 1

We recognise that the risk of modern slavery may be greater beyond our supplier partners sites and further down the supply chain. We continue to evolve our due diligence to increase our visibility of these risks.

Following the identification of several forced labour indicators within our supply chain in 2024, we have continued to participate in the working group formed in response to these allegations. The working group is convened by the Seafood Ethics Action Alliance (SEAA) in line with the UK Serious Incident Protocol. A visit conducted by World Wise Foods and another working group member in November 2025 and January 2026 verified completion of several of the actions within the timebound action plan that had been agreed with the company to remedy the issues. This included verifying that all workers are in possession of their passports and that improvements had been made to passport handling. A further investigation into historic recruitment fees had also been conducted by an independent 3rd party. We continue to engage regularly with the company to monitor progress of the remainder of the actions. A visit to verify the completion of the full plan is planned for 2026.

In early 2025, we identified the payment of recruitment fees at a separate site supplying raw material into our supply chain. This supplier had previously made a commitment to no fees paid recruitment. In April 2025, in collaboration with this supplier, we financially supported the repayment of recruitment fees to the 10 affected workers to the value of 3662.20 USD.

Payment of Wages

In countries where there are an increased risks of excessive hours and underpayment of wages, we continue to conduct additional due diligence to ensure that wages are paid on time and in full for all hours worked. We do this because we know how important it is for workers, and because ensuring workers are not in debt means they are less vulnerable to any risk of forced labour. In 2025 – 26, we continued to support applicable suppliers adopt effective controls to prevent systemic shortfall in wage payment. Through our ongoing monitoring, we identified opportunities for improvement in relation to record inaccuracies and correct payment of overtime premium. In collaboration with procurement colleagues, we are now agreeing collaborative and time-bound action plans to reinforce record keeping practices and ensure alignment with our standards.

6. COLLABORATING FOR CHANGE

We recognise the importance of working transparently and collaboratively to address complex human rights risks. This year we have continued to played an active role in multi-stakeholder initiatives (MSI's) that enable industry action to tackle modern slavery. Key updates related to this theme are captured below:

Food Network for Ethical Trade (FNET) Responsible Recruitment Working Group

FNET is a network developed to support collaboration throughout supply chains, including addressing priority risks such as modern slavery. In 2025 our Head of Sustainability transitioned from co-lead to Board sponsor of the FNET Responsible Recruitment Working Group. The working group is a space for sharing knowledge and insights on responsible recruitment and remediation approaches. World Wise Foods is committed to sharing our own learnings from implementing no fees paid recruitment in this group. In 2025 – 26 the group continued to provide members with practical tools to take 'one step forward' in delivering responsible recruitment. This included the finalisation of a guidance document on a phased approach to implementation.

International Pole and Line Foundation (IPNLF)

The IPNLF is a membership organisation working to develop, support and promote one-by-one tuna fisheries. They are also an important partner to World Wise Foods as we continue to ensure human rights are respected on vessels in our supply chains. This year, we successfully applied for additional funding from the Seafood Ethics Action (SEA) Alliance Change on the Water fund to support a health and safety needs assessment in the Indonesian fishery. Additional direct funding has also been provided by World Wise Foods and the International Fund for Fisher Safety (IFFS). The assessment, due to commence in April 2026, involves interviews with fishers and vessel owners, focus group discussions and a gap analysis against a H&S equipment checklist. Interviews questions are based on the International Labour Organisations (ILO) survey on decent work in marine fishing and includes questions relating to recruitment practices and freedom of movement. Phase 2 of the project, also supported by SEA Alliance and member companies, will look to provide access to worker rights training and promoting grievance mechanisms to fishers.

7. TRAINING ON MODERN SLAVERY

We know that identifying potential and actual cases of modern slavery requires training for colleagues and supplier partners to understand the drivers and possible indicators.

All World Wise Foods colleagues are required to complete both human rights and modern slavery training as part of their induction to the business as well as refresher training every 2 years. In 2025 we conducted refresher Modern Slavery training for World Wise Foods and Nature's Finest Board of Directors. Our next internal training for all colleagues is due to be completed in 2026.

We continue to identify supplier partners that would benefit from additional training on responsible recruitment and utilise the trainings provided by the Responsible Recruitment Toolkit (RRT), where relevant. This year we have also supported training of recruitment agencies in collaboration with the International Organisation of Migration (IOM).



8. KEY PERFORMANCE INDICATORS (KPI'S)

Our annual sustainability report 'Food For Thought' outlines progress under the theme 'Promoting Human Rights.' Progress against these KPI's is reported annually.

In our Modern Slavery statement, we also share the data for the below metrics.

Measure	2022 – 23	2023 – 24	2024 – 25	2024 – 25
% of World Wise Foods and Nature's Finest Food Partners colleagues training on modern slavery	100%	100%	100%	100%
Number of human rights allegations or findings with modern slavery indicators ⁴	0	0	2	1
Number of non-conformances raised used the category 'Employment is freely chosen'	2	5	2	0
% of supplying sites where migrant workers are used	55%	38%	48%	48%
% of supplier partners in Southeast Asia committed to no fees paid recruitment	71%	71%	100%	66%
% of priority supplier partner sites ⁵ where direct worker feedback ⁶ has been obtained (excluding ethical audits)	46%	57%	71%	56%

9. PLANS FOR 2026 - 27

In the next 12 months we will continue to review and evolve our approach to managing the risk of modern slavery within our own-operations and supply chains. We will act immediately to address any concerns identified.

Our key priorities are:

- Continuing to review and mitigate human rights risks beyond Tier 1 of our supply chain
- Monitoring delivery of no fees paid recruitment at supplier partner sites through direct worker engagement
- Providing access to worker rights training and promoting grievance mechanisms to fishers in key fisheries
- Further engagement with governments and local experts to help industry-wide progress on responsible recruitment
- Review of our due diligence of outsourced support services such as waste collection and cleaning

⁴ Excludes SMETA audit findings

⁵ Supplier partners that rate between 7 – 10 in our Supplier Partners Human Rights Risk Assessment

⁶ Independent worker interviews, gender focus groups or worker satisfaction survey

