
1. STATEMENT UNDER THE UK MODERN SLAVERY ACT 2015

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by We-Mix Global Ltd. (“the Company”) to ensure that slavery, servitude, forced labour and human trafficking are not taking place within:

- Our business operations
- Our supply chains
- Our commercial partnerships

This Policy forms part of the Company’s broader:

- ESG governance framework
- Human Rights Due Diligence (HRDD) system
- Corporate risk management framework
- Supplier compliance program

We operate a zero-tolerance approach to modern slavery in all forms.

2. ORGANISATIONAL STRUCTURE & SUPPLY CHAINS

We-Mix Global Ltd. is led by its Directors and supported by senior and operational management across trading, sourcing, logistics, finance and compliance functions.

The Company operates as an international trading business within the agricultural and food commodity sectors, including (but not limited to): Cocoa and cocoa derivatives, Rice, Pasta, Alternative flours, Agricultural raw materials

Our supply chains include:

- Overseas producers
- Commodity traders
- Processors
- Logistics providers
- Warehousing operators
- Equipment and service suppliers

Given the agricultural nature of certain commodities (including cocoa), the Company recognises that these sectors may present elevated human rights risks in certain geographies.

3. POLICY COMMITMENT

We-Mix Global Ltd. is committed to:

- Acting ethically and with integrity in all business relationships
- Implementing effective systems and controls to prevent modern slavery
- Ensuring transparency within our organisation and supply chains
- Respecting internationally recognised human rights

We acknowledge our responsibility under the Modern Slavery Act 2015 and commit to ongoing compliance and continuous improvement.

4. INTERNAL POLICIES SUPPORTING THIS COMMITMENT

To mitigate risk, We-Mix Global operates the following governance controls:

4.1 Modern Slavery & Human Trafficking Policy

This Policy formalises our zero-tolerance position and outlines internal accountability mechanisms.

4.2 Recruitment & Right to Work Policy

We operate a robust recruitment framework including:

- Right-to-work checks in the UK
- Verification of identity documentation
- Direct hiring practices (no worker-paid recruitment fees)
- Prevention of involuntary or coerced employment

4.3 Whistleblowing Policy

Employees and stakeholders may report concerns confidentially. Reports are:

- Taken seriously
- Investigated impartially
- Protected from retaliation

4.4 Code of Conduct

Our Code of Conduct sets behavioural expectations for:

- Employees
- Directors
- Contractors
- Agents

It reflects our commitment to ethical trading and compliance with applicable laws.

4.5 Supplier Code of Conduct

All suppliers are expected to comply with:

- Forced labour prohibitions
- Child labour restrictions
- Ethical recruitment standards
- Safe working conditions
- Lawful wage practices

5. DUE DILIGENCE PROCESS

We-Mix Global undertakes due diligence when:

- Onboarding new suppliers
- Renewing supply contracts
- Identifying high-risk sourcing regions
- Conducting periodic supplier reviews

Due diligence measures may include:

- Ethical and compliance questionnaires
- Supplier declarations
- Contractual compliance clauses
- Risk-based audits (where appropriate)
- Geographic and sector risk assessments

Supplier approval processes incorporate evaluation of:

- Labour practices
- Recruitment practices
- Human rights controls
- ESG policies

Where risks are identified, mitigation plans are implemented.

6. RISK ASSESSMENT & MANAGEMENT

The Company maintains a structured compliance risk management process that:

- Identifies modern slavery exposure risks
- Assesses geographic sourcing risk
- Monitors high-risk commodities
- Reports findings to senior management

Particular attention is given to:

- Agricultural raw materials
- Emerging markets
- Complex trading chains
- Labour-intensive supply regions

Modern slavery risk is integrated into our enterprise risk framework.

7. MEASURING EFFECTIVENESS

We assess the effectiveness of our modern slavery controls through:

- Absence of substantiated modern slavery reports
- Supplier compliance confirmations
- Completion rates of due diligence reviews
- Internal audit reviews
- Staff training completion rates
- Periodic policy reviews

Findings may inform ESG reporting disclosures and governance updates.

8. TRAINING & AWARENESS

Directors and senior management are responsible for implementing this Policy and ensuring adequate resources.

The Company provides:

- Modern slavery awareness training
- Guidance for managers on identifying risk indicators
- Clear escalation channels
- Policy acceptance confirmation by staff

All employees must formally acknowledge their understanding of this Policy.

9. ACCOUNTABILITY & GOVERNANCE

Ultimate responsibility for compliance rests with the Board of Directors.

Management is responsible for:

- Implementing this Policy
- Monitoring supply chain compliance
- Investigating concerns
- Reporting material risks

This Policy is reviewed annually and updated where required by law or risk profile changes.

10. ESG & HUMAN RIGHTS ALIGNMENT

This Policy aligns with:

- UN Guiding Principles on Business and Human Rights
- ILO Core Conventions
- OECD Guidelines for Multinational Enterprises
- ESG governance standards

Modern slavery risk management forms part of our broader social and governance strategy.

11. BREACHES & ENFORCEMENT

Breaches of this Policy may result in:

- Disciplinary action
- Termination of employment
- Termination of supplier contracts
- Legal reporting where required

Suppliers found to be in breach may be subject to corrective action plans or contract termination.

12. APPROVAL

This Modern Slavery & Human Trafficking Policy has been approved by the Board of Directors of We-Mix Global Ltd.

Signed on behalf of the Company:



Managing Director

Date: 05/09/2024

