

innocent®



our modern slavery statement 2025



1 January 2025 – 31st December 2025

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and covers the period between 1 January 2025 and 31 December 2025. It sets out the steps taken by Fresh Trading Limited and its group companies (as listed in its annual accounts) including innocent Limited and Fresh Trading Supply B.V. (together referred to as 'innocent').

about this statement

Here at innocent, we aim to make healthy, tasty juices and smoothies in a way that helps people live well through the delicious goodness of fruit and veg. We aim to responsibly source and manufacture our products in compliance with our global policies and principles stated in this report.

We have a human rights policy and supplier guiding principles, based on international standards, which prohibit any form of forced labour and include guidelines on matters like workplace health and safety and working hours. We put human rights standards into our supplier contracts. We visit our suppliers periodically to identify any risks of modern slavery, work collectively with our partners to set appropriate measures and provide human rights training to many of our employees.

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structure and supply chain

Over 800 people work at innocent. We're spread across offices in Amsterdam, Brussels, Copenhagen, Dublin, Madrid, Milan, Munich, Paris, Rotterdam, Salzburg, Stockholm, Vienna and our London headquarters. Our structure comprises core group functions (including finance, supply chain, marketing) which work closely with regional operations that focus on the different markets where we sell our products, ensuring they work effectively so that our responsible and commercial values are aligned across the company. At the end of 2025, we had group revenue of just over €580m.



We are a wholly owned subsidiary of The Coca-Cola Company (TCCC). Although we follow the same policies and practices as TCCC, innocent has a separate operating model, unique to the chilled juice sector. Fresh Trading Limited is the parent company of the innocent group of companies and operates its supply chain through its Dutch subsidiaries, including operating a manufacturing site in the Netherlands, known as the "Blender".

We operate an end-to-end supply chain model, meaning we procure the raw ingredients and packaging that make our drinks; blend and bottle (partly at the Blender and partly outsourced to third-party suppliers); and then distribute to our customers (mainly retailers) who then sell to our drinkers. We globally source ingredients through third-party suppliers for our drinks. We do not operate or own any farms where the raw ingredients are sourced; these are owned and operated by our suppliers and/or their agents/sub-contractors. Other than the Blender, we do not own, manage or control local bottling partners and factories. Our tier one direct suppliers are: direct ingredient, transport, warehousing, packaging and blending/bottling manufacturing suppliers (hereafter referred to as "Direct Suppliers").

Our supply chain spans multiple regions and involves a diverse range of ingredients, suppliers, and partners. We source over 100 ingredients from approximately 40 countries, with the bulk of our volumes originating from Western Europe, South America, and Southeast Asia. These ingredients are typically processed near their point of origin before being blended and bottled at facilities across Europe and the Philippines. We work with a network of ingredient suppliers, the majority of whom we engage with directly. Our packaging is sourced primarily from suppliers in Western Europe, and we partner with a number of logistics providers to distribute our products across approximately 18 markets.



our commitment and approach

1. our commitment to tackling modern slavery

innocent understands and takes seriously its responsibility to people in our business, our supply chain and the communities touched by our direct and indirect operations.

Our commitment is reflected in the expectations set out in our human rights policy and supplier guiding principles which refer to internationally recognised standards. innocent prohibits the use of all forms of forced labour and any form of human trafficking. Our policy is aligned to the UN Guiding Principles on Business and Human Rights.

Our **human rights policy**, which lays out the standards we expect, is designed to make sure human rights are respected in our business and supply chain. We conduct due diligence and carry out social audits through a third party on our supply chain to get transparency and ensure that the suppliers are operating in accordance with our expectations.

All the factories where our products are blended and bottled by third-party suppliers must have a valid **Supplier Guiding Principles (SGPs)** audit or equivalent social audit from a benchmarked protocol. The SGPs align with our human rights policy and values. We continue to work closely with our factories to help ensure everyone is on the way to meeting our requirements.

2. how we manage things

Our Human Rights Working Group (HRWG) is responsible for recommending and implementing our social strategy, monitoring progress of performance and risks, and addressing challenges we face. After being re-established in 2024, the forum meets quarterly to discuss human rights within our organisation and supply chain in greater detail, and it allows us to bring the right focus and attention on human rights matters to our cross-functional Sustainability Steering Committee, which is sponsored by our board of directors. The application of the SGPs and human rights policy, which set out our expectations of our supplying partners on matters relating to human rights, monitoring and reporting, is then carried out by our technical and responsible sourcing team. Because stakeholder and regulatory expectations continue to evolve, we need to keep updating the processes we use and it's the responsibility of the HRWG to make sure those processes stay relevant, advising the business accordingly.

3. how we assess things

We have several ways of assessing risks of modern slavery in our supply chain, including:

- a. A group-wide risk assessment. This assessment covers our direct suppliers and will be repeated at least every three years. This includes analysis of forced labour risks and other human rights issues.



- b. Risk assessments happen both prior to partnering with new suppliers, and throughout our partnerships with our existing Direct Suppliers. This initial assessment includes modern slavery risk and draws on data and insights from external experts. Similarly, our sustainability risk assessment against major Direct Suppliers is completed annually and all high-risk supply chains are investigated. This covers modern slavery, child labour, labour practices, discrimination and bribery risks.
- c. We analyse the information presented in audit findings, visit reports and in responses to our Hero Supplier Programme (as defined below) questionnaire. We also regularly review external insights from NGO reports, media coverage and learn from our peers through conferences and working groups which feed into our Human Rights Risk Tracker.
- d. From our risk assessment, we identify priority areas within our supply chain where modern slavery may be more prevalent, such as agriculture, transport, warehousing, manufacturing and service providers to third-party operated factories.
- e. We carry out independent social compliance audits for our Direct Suppliers and intermediary ingredient processors in high-risk countries. As further investigation has revealed high-risk areas can be based on location, seasonality and harvest method of each ingredient we buy, we ask our suppliers to share information through a template that helps us get a clearer view of the risks, and our teams are provided with additional guidance on how to approach these visits.

4. how we react to things

1. We're committed to ensuring workers in our supply chain are respected. So we:

- a. Include our human rights policy, supplier guiding principles and business code of conduct in our supplier contracts and purchase orders, with a right to terminate if the suppliers fail to comply.
- b. Use independently verified sustainable sourcing standards for key raw materials (agricultural ingredients and wood-based packaging) regardless of direct or indirect supplier relationships.

2. We're aware that parts of our supply chain are considered higher-risk. So:

- a. We use external data to generate a 'higher-risk country' list, updated at least every three years.
- b. When these sourcing regions are identified as 'higher-risk', then we either seek an alternative source or assign appropriate resources to address any systemic risks identified.
- c. When approving a supplier in a 'higher-risk country', it goes through additional governance processes including sign-off by our CEO.



3. We also recognise that it's important that our employees have the appropriate resources and tools to identify human rights risks. So:

- a. New employees receive an introduction to human rights during their company induction.
- b. Those in our supply chain team who interact more closely with suppliers attend more detailed human rights training every two years, so that our due diligence tools are used consistently. In 2025, we also rolled out additional training for those working in manufacturing at our Blender site. At the end of 2025, over 300 colleagues in our manufacturing and supply chain teams had completed human rights training (just over 90%), with over 60 having participated in advanced courses on how to spot and tackle human rights issues with suppliers.
- c. Employees, excluding Blender frontline workers, have a Force For Good role on their annual personal objectives which for some employees may involve contributing to our human rights due diligence.

4. We work with suppliers to combine our efforts in preventing modern slavery and stopping other adverse human rights impacts. We do this by:

- a. Sending our Hero Supplier Programme (HSP) to all Direct Suppliers. The HSP requires these suppliers to complete questionnaires about how they manage human rights on-site and in their supply chain processes (amongst other sustainability questions). We use the feedback we receive as a new benchmark to help inform our future human rights strategy and support these Direct Suppliers with more tailored guidance. This programme allows us to review performance and look for things we can improve in our supply chain.
- b. Monitoring Direct Supplier performance, including objectives related to human rights, using what we call supplier 'My Roles' which are updated on an annual basis with our most significant suppliers.

5. We work on systemic issues in our supply chain, where we recognise that collaborations need to extend beyond our company-supplier relationships. So:

- a. We're members of a number of collaborative working groups which generate insights and take action on preventing modern slavery. These groups give us access to best practice guidelines and broaden our horizons to new approaches we could adopt, while also providing a forum where concerns or risks can be discussed. Some of these working groups are: (i) Spanish Ethical Trade Forums (ii) Food Network for Ethical Trade (FNET) (iii) AIM-Progress (iv) Sustainable Juice Platform (SJP) (v) Fruto Resiliente.
- b. As an associate member of the Ethical Trade Forums (Foros Comercio Ético), we support initiatives to improve worker welfare in Spain's agrifood sector, with a focus on addressing discrimination against migrant agricultural workers and increasing transparency in labour provision across supply chains. The Forums bring together



retailers, suppliers, and other stakeholders to promote better labour practices through events, training, working groups, and collaborative projects. We've been actively involved in the development of key initiatives such as App Foros, a free multilingual mobile application designed to support vulnerable workers by providing accessible information on labour rights, obligations, and the wider job market, tailored to different literacy levels and to workers moving across seasonal harvests. In addition, Canal Foros is a grievance mechanism available in four languages via voice, WhatsApp, and web channels for workers and other stakeholders, currently covering more than 10,000^ workers through on-site implementation, training, and awareness-raising activities.

- c. The Food Network for Ethical Trade (FNET) is a member-led initiative which is committed to improving the lives and livelihoods of workers in food supply chains. Being members of FNET enables us to work alongside at least 80 suppliers and retailers to use our collective leverage to bring about positive change in global food supply chain working conditions by providing guidance, resources, training, and opportunities for collaboration. In 2025, we participated in the Climate Change & Human Rights Working Group and the Raw Materials and Services Working Group, both of which supported the continued advancement of our responsible business practices throughout our supply chains.
- d. As a member of AIM-Progress, we are part of a collaborative, member-led forum of FMCG companies and suppliers working to advance human rights through responsible sourcing. AIM-Progress provides practical support on industry best practice, supplier engagement, and risk management, while driving collective action. Its dedicated Forced and Child Labour Working Group helps to coordinate a shared, industry-wide approach to preventing and addressing exploitation.
- e. As a member of the Sustainable Juice Platform, we supported the development and launch of Just Good Work Poland, a free multilingual mobile app designed to help prevent labour exploitation and support fair, safe and informed employment across the value chain. Building on the established UK model, the app provides guidance to workers on recruitment, travel, employment rights and safe working practices in Poland, and connects users to verified support when needed. This initiative strengthens due diligence, improves transparency, and supports fair and safe working conditions for migrant workers in our supply chain.
- f. Since 2019, we have partnered with the international civil society organisation Solidaridad and others (Cutrale, The Coca-Cola Company, Eckes-Granini and ADM) to support smallholder orange farmers in Brazil on a project named Fruto Resiliente. The year 2025 marked a major milestone, ending phase one of the project, which focused on delivering farm-level training in sustainable agricultural practices, particularly around social practices such as effective labour management. The team operated across four regions of the Brazilian Citrus Belt (South, Centre, North, and Northwest), providing hands-on support tailored to farmers' specific needs and contexts. In 2025, Solidaridad calculated that training sessions and materials were developed and shared with 489 farmers, with 4,461 workers^^ directly and indirectly benefiting from the scheme since the project began. More than 3,000 farmers also accessed the project's online resources. Farmers have demonstrated measurable improvements in social practices, resulting in tangible impacts for both farmers and farm workers.



^ The number of workers impacted is calculated by SETA by adding the number of workers at the different sites where SETA have implemented Canal Foros. This includes visits to the farm and/or packhouse, training workers and fixing posters with the relevant information about Canal Foros.

^^ A total of 489 farmers were engaged and supported in 2025 by a team of Solidaridad field technicians who provided technical assistance through in-person visits, training and monitoring the practices implemented on the ground. These farmers collectively employed 4,461 workers, including both directly hired and outsourced workers. Finally, 3,053 farmers accessed technical content. This figure was calculated by Solidaridad, adding the number of downloads of materials available on the Citros Conecta platform (such as manuals, field notebooks, and farm management materials) to the average number of views of the technical videos Solidaridad produced and shared on YouTube and Instagram. All visits, farmers' information, and improved field practices were systematically monitored and registered using digital tools.



tracking our process

We have processes to track the effectiveness of our actions to address adverse human rights impacts. These involve:

- a. Documenting adverse impacts within our supply chain on our issue log, alongside assigning actions to named individuals with deadlines and review dates. By December 2025, actions were being taken for known issues related to human rights.
- b. Tracking the conformance of suppliers to our social compliance audit requirements. The suppliers audited are ingredient processors, direct packaging suppliers, bottlers, blenders, all European warehouses, outsourced packaging and intermediate ingredients processors in high or extremely high-risk countries. At the end of 2025, approximately 90% of sites in scope had an audit. We support our suppliers to maintain best practices and adhere to our business code of conduct. Where non-compliances are found, we work closely with each of the sites so that we can get the issue remediated, and for those without an in-date audit, we are ensuring they are on the audit plan for 2026.
- c. Conforming to international sustainability standards for indirect sourcing. Out of over 100 ingredient supply chains, 97% of our ingredient volume was verified as meeting FSA silver* or equivalent standard. For our packaging, all of our on-shelf wood-derived packaging is FSC™** certified.
- d. Circulating up-to-date human rights training to our employees. As a result, over 90% of our employees in the manufacturing and supply chain team completed the human rights training program.

*For farms growing our ingredients, we're using the Sustainable Agriculture Initiative (SAI) Platform's Farm Sustainability Assessment (FSA). The assessment is internationally recognised and covers both environmental and social standards including the prohibition of any form of forced and bonded labour. The FSA is a practical tool for understanding what's happening on farms and encouraging continuous improvement. To reach the silver performance level, independent auditors will check farms (or groups of farms managed in the same way) to verify the practices are in place against rigorous environmental, social and economic requirements. If a farmer already has certification that's been approved by SAI as equivalent to FSA silver or above, or holds a certification included in our sustainable policy for agricultural ingredients, then we accept this as an alternative.

**All our wood-derived packaging that you see on shelf has been sourced from Forest Stewardship Council™ (FSC™) certified forests. The certification protects workers' rights and prohibits all forms of forced or compulsory labour.



thanks for reading

This statement has been approved by the innocent Board and we hope you've found it useful. Please pop an email to hello@innocentdrinks.co.uk if you have any thoughts or feedback for us.



Nick Canney

CEO, innocent drinks

