

Human rights and modern slavery



Respecting human rights is a fundamental part of Greencore Group's responsibility as a company and is central to our corporate purpose of 'making every day taste better'.

We're committed to safe and fair working practices for everyone at Greencore and throughout our value chain, and recognise the responsibility we have to positively influence our supply base in this area.

Key commitment

We respect the human rights of the people who work for us, in our supply chains and in the wider communities in which we operate.

Progress highlights

99% of our Tier 1 ingredient and packaging suppliers are linked to us on Sedex.

48% of our suppliers deemed high-risk have undergone a SMETA within the last two years.

We continue to dedicate significant resources to our key partnerships with the Food Network for Ethical Trade ('FNET') and the Modern Slavery Intelligence Network ('MSIN').

We have been able to return to our pre-COVID level of ethical audits for Greencore sites and have expanded our human rights support programmes for Greencore facilities.

We have completed a detailed risk assessment of our global supply chains using the FNET Tool, Sedex and internal data.

We conducted a deep dive audit of our chicken supply chains in Thailand to better understand worker welfare and labour exploitation risks.

We have mapped our exposure to the UK Seasonal Agricultural Workers Scheme in our supply chains and remain close to developments in this area.

Performance tables

KPIs	FY20	FY21	FY22	Target
Percentage of Greencore manufacturing sites with independent ethical audits in the last two years	63%*	63%*	94%	100%

* During FY20 and FY21 the COVID controls in place across our business necessarily impacted our ability to carry out audits and inspections and some parts of our planned activity.

What's next in FY23

- **Prioritise independent external scrutiny of our operations to ensure that we meet the high standards that we have set.**
- **Focus on collaborative programmes that allow us to work with a much greater reach. These will include, but are not limited to, the FNET and the MSIN.**
- **Focus on survivor support programmes where we can add value and benefit, for example Bright Future, which helps survivors access safe, secure, good-quality work.**