

# **Czarnikow Group Limited and C. Czarnikow Limited**

## **Modern Slavery Statement**

**2023**





This Statement outlines actions undertaken by Czarnikow Group Limited and C. Czarnikow Limited, (jointly referred to as “CZ”) during the financial year ended 31 December 2023. This is the eighth Statement for CZ under the UK Modern Slavery Act. It is issued in line with section 54 of the UK Modern Slavery Act 2015.

### **About CZ**

CZ provides supply chain solutions across four core operational lines – Advisory, Agriproducts, Energy and Food ingredients & packaging. These include physical trading, liquidity solutions, freight, logistics and stock management, consultancy, market analysis and sustainability. CZ works with over 200 farmers and growers, more than 300 primary and secondary processors, and over 500 food and beverage manufacturers.

### **Our commitment and efforts**

As a UK business with international operations and supply chain, we understand the role CZ plays in the global effort to help prevent slavery and human trafficking from happening and are committed to supporting efforts to address these issues. CZ commits to continuous improvement in our processes relating to slavery and human trafficking, including developing a better understanding of the potential slavery and human trafficking risks at all levels of our supply chain and finding appropriate and practicable solutions to work with our suppliers to prevent these from occurring.

Our commitment to respect human and employment rights is guided by the Universal Declaration of Human Rights and core International Labour Organisation conventions.

One of CZ’s four values is acting responsibly and with integrity, as stated in the latest annual report. We always aim to act professionally, taking responsibility for our actions and treating others with respect and as equals.



We promote environmentally, socially, and economically responsible actions across our business. Taking steps to prevent modern slavery and human trafficking in our business and supply chain aligns with our broader goal of being a responsible business and acting with integrity.

CZ sources sugar, ingredients, and packaging from many locations and from numerous suppliers and the company recognises that in some of these countries the possible risk of slavery and human trafficking is higher. CZ has zero tolerance for slavery and human trafficking. To mitigate these potential risks, CZ actively complies with all applicable laws and regulations and the same is expected from our suppliers. Any trading relationship with a supplier which does not respect our commitment outlined in this statement will be reassessed and, where appropriate, actions to suspend the relationship will be taken.

Our commitment to zero tolerance for slavery and human trafficking is encouraged through the following steps:

- Due Diligence Procedures applied to assess and mitigate risk in the supply chain. CZ conducts due diligence on all counterparties we deal with, taking a risk-based approach. Our representatives often visit and hold meetings with potential suppliers before starting a business relationship, which allows us not only to assess the business opportunity but also visit the clients' premises and gauge the working conditions, where possible.
- CZ aims to create a collaborative and open work environment, one which allows employees to thrive and maintain a healthy work life balance. We are committed to promoting diversity and equal opportunities for all employees. CZ's Diversity and Inclusion Statement can be found in the latest annual report.
- CZ employees can voice any concerns, including those regarding slavery and human trafficking, by following the Whistleblowing policy, available to all employees on the company's Intranet. CZ complies with UK Health and Safety legislation and all other relevant local regulations and provides a safe working environment for all its employees.



- All employees in the UK and global offices complete mandatory training focused on the risk of modern slavery in our supply chains. This forms part of annual compliance training. The training addresses modern slavery in a scenario-based question to employees, deepening their knowledge on how to recognise modern slavery in day-to-day work life.

### **Operating sustainable supply chains**

At CZ, we work with all our clients to promote and support responsible and sustainable supply chains. Not only do we actively support all initiatives of our clients (CZ is a member of Sedex and will cooperate with clients and stakeholders on all other initiatives in this field), but we also encourage them to join our Sustainable Supply Programme VIVE. More details about the programme can be found on our dedicated website, [www.czarnikow.com](http://www.czarnikow.com).

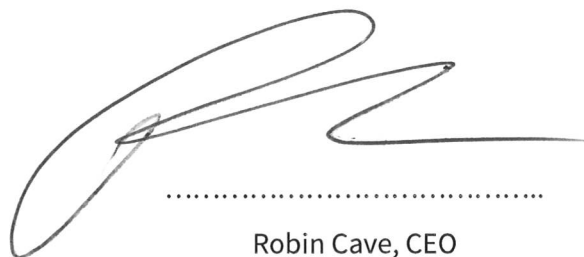
### **Actions taken**

Every year, we seek to strengthen our efforts and deepen our understanding of ways to tackle modern slavery, and we are proud of the steps we have taken so far. In 2023, we remained focused on ensuring we prevent modern slavery in our supply chains by continuing to include this subject in mandatory training and promoting our VIVE programme which already includes 24 VIVE Participants and 81 Buyers supporting VIVE.

### **Future steps**

We will review our actions and their effectiveness in the new financial year and take any steps we consider appropriate to further enhance our policies and procedures. Furthermore, we will continue to improve our understanding of potential modern slavery risks by training our employees.

This statement has been approved by the Board Members of all reporting entities covered by this Statement and is available on our website at [www.czarnikow.com](http://www.czarnikow.com).



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Robin Cave, CEO