

## The Structure of our Business

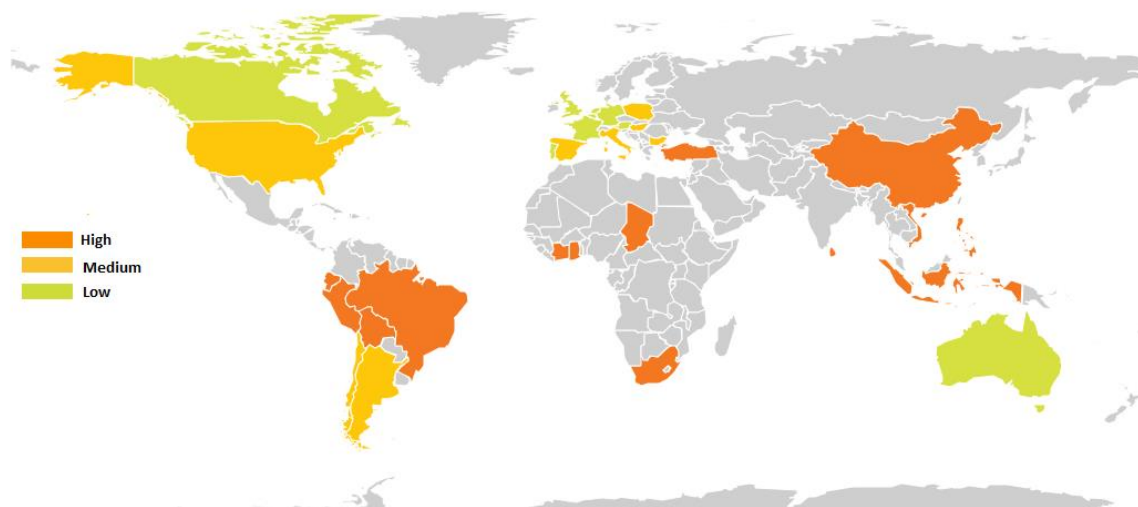
graze is a manufacturer of packaged snack products, selling such products through multiple channels, including through major retailers and online direct to consumers in the United Kingdom, Ireland, Germany and the Netherlands.

Our production facilities and head offices are based in Hayes and Kingston, UK. As at 31 December 2021, our most recent financial year end, Nature Delivered Limited employed 282 people.

We have been B Corp accredited since 2021, in recognition of our commitment to being a force for good in the world by creating healthier snacking options, operating sustainably and supporting our employees and communities. Throughout 2021, we have continued to work hard to improve on all areas of our business, through sourcing more products in the UK, using our volunteering days to help those in need, and targeting 100% recycled packaging by 2025, ensuring we are doing good for both people and the planet – an integral part of our business strategy and purpose.

## Supply Chain

Our products comprise a number of different ingredients, which are sourced from global suppliers and agents. graze sources over 75% of our products from countries classified as being low risk, based on country level human right risk indicators as provided by the risk organisation Verisk Maplecroft. Our largest volumes of raw material purchases are in (i) roasted veg categories (corn, peas, pulses), with such volumes predominately sourced from the UK, EU and Asia, (ii) nut and dried fruit categories, with such volumes being sourced predominantly from the US, Europe and Asia, and (iii) oats, sourced from the UK. Our product packaging is sourced from a UK supplier base, with some input materials sourced externally from Europe.



Map of human right risk for graze raw materials (Verisk Maplecroft, 2022)

Our direct and indirect supply chains include services that are not specifically used in our products but support the manufacture of our products and the operation of our business. Such services include those that meet the operational needs of our headquarters (including marketing, IT, software, human resources, agency, credit card processing, professional advisor fees) and our facilities and warehouses (including postage and packaging and equipment servicing). The service providers are located primarily within the UK and but can extend globally for any specialist items or service which cannot be obtained domestically.

## Risk Assessment

We have assessed that the biggest risk of slavery and human trafficking is in our global ingredient supply chain. In 2021, as part of our initiative to identify and mitigate risk in this area and to ensure all third parties in our supply chain comply with our values. All new suppliers have signed up to graze's Supplier Code of Conduct. This code of

conduct focuses on people, establishing clear criteria on workers' rights, fair procedures, and suitable working environments that all our suppliers must adhere to.

In addition to ensuring all existing and new suppliers' sign up to our Supplier Code of Conduct, we have ensured that all suppliers also adhere to our Modern Slavery Statement of Conformity. To achieve this, we have reinforced our policy so that all suppliers are approved against these documents during on-boarding and are then reassessed every 2 years in order to confirm compliance. Additionally, in 2021, we enhanced our due diligence with suppliers by including clear commitments in our terms and conditions to ensure compliance with the Modern Slavery Act.

Our work throughout 2021 resulted in 100% our supply base now being signed up to the aforementioned statements. It will remain on graze's agenda in 2022 to ensure all new suppliers are aligned with this approach.

In 2021, we also worked on enhancing our supplier risk assessments. This has been done by sharpening the focus on ethics and sustainability elements, while also linking the supplier and raw material elements resulting in a consolidated and coherent result. The new risk assessment shall form part of the procurement strategies which we use for the supply base and it is our intention for all core suppliers to have been assessed by the end of 2022.

We never knowingly support any unfair work or modern slavery practices and we do not employ people at graze on minimum wage contracts, nor do we support the practice. The risk of slavery and human trafficking within our own organisation is minimised as a result of the recruitment policies and compliance standards that we have in place, and the oversight built into our line management structure throughout our operations. To ensure our staff have a high level of understanding of the risks in our supply chain and our business, staff involved in high-risk areas (including ingredient sourcing and human resource teams) undergo training programmes.