

Modern Slavery - Annual Statement

This statement is made in relation to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the Company's approach and action taken to ensure that slavery and human trafficking does not exist in our supply chains or in any part of our business. This statement applies to Flamingo Horticulture Investments and all its subsidiary businesses operating in the UK.

What is Modern Slavery? We have defined Modern Slavery using the Walk Free Foundation definitions to ensure clarity as:

Trafficking in Persons

1. Recruitment, transportation, transfer, harbouring or receipt of persons
2. By means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person (these means are not required in the case of children)
3. With the intent of exploiting that person through:
 - Prostitution of others
 - Sexual exploitation
 - Forced labour
 - Slavery (or similar practices)
 - Servitude; and
 - Removal of organs

[UN Trafficking Protocol, 2000]

Slavery and Slavery-Like practices

The status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised. This includes slavery-like practices: debt bondage, forced or servile marriage, sale or exploitation of children (including armed conflict) and descent-based slavery. [The Slavery Convention (1926) and Supplementary Slavery Convention (1956)].

Forced labour

All work or service which is exacted from any person under menace of penalty and for which the said person has not offered himself voluntarily. [ILO Forced labour Convention, 1930 (No. 29)]

Flamingo Horticulture is a vertically integrated horticulture business active in the growing, processing, marketing and distribution of sustainably produced roses and other cut flowers and premium and prepared vegetables and indoor and outdoor plants. The group is a core supplier to most of the leading UK multiple retailers, as well as internationally to customers in Europe. The group has UK production sites in Stevenage, Sandy, Spalding and Weston, business units in Holland, France and Germany and large-scale farming operations in Kenya.

Due diligence activities involve regular 3rd party audit checks on our UK labour providers twice a year with worker interviews using the Complyer audit tool in line with UK retail and BRC standards, which include carrying out checks to detect, forced or bonded labour. We also have regular SMETA Ethical Trading Initiative (ETI) audits with worker interviews at our own and our suppliers sites where we trade based upon risk assessments as well as wider self-assessments of all suppliers on the SEDEX platform [Supplier Ethical Data Exchange <http://www.sedexglobal.com/>].

All suppliers are contractually obliged to operate to our standards and are aware that we reserve the right to audit or check their working practices at any time. We use the Global Slavery Index as developed by the Walk Free Foundation as a primary resource but are mindful of specific challenges relating to industry issues, for example, agency labour in the United Kingdom. Our approach further utilises industry data from the US Government of Labour Affairs (ILAB), which lists known risks of Modern Slavery by product and country to further mitigate these issues. <http://www.dol.gov/ilab/reports/child-labor/list-of-goods/>

Flamingo is developing its scrutiny of all 3rd party supply chain providers, including 3rd party providers who supply goods not for re-sale by Flamingo within our indirect supply chain. Flamingo is committed to review all areas of its supply chain to ensure that we minimise any risk in both our direct and indirect supply chain. To this end Flamingo Horticulture has developed a Responsible Sourcing policy which was introduced to the business in 2018, and which ensures that all the group's own operations and 3rd party suppliers are aware of the requirements expected of them as part of our supply chain. The policy covers all 3rd party suppliers, ensuring they take responsibility for employees, contractors, sub-contractors, suppliers and agency workers are treated fairly in line with both Flamingo Horticulture's Code of Conduct and the Responsible Sourcing policy.

There are several specific challenges in relation to managing broader sustainability issues over such a complex, global supply chain of which Modern slavery is a component. Our due diligence activities have shown no reported cases in our supply chain during the year in 2023 but are committed to remaining focused in this area and ensuring that our standards are maintained as we believe it to be a critical part of our reputation as a business.

As a business, we will not tolerate any forms of Modern Slavery as defined above, and a number of the HR and Technical team have undertaken training in an initiative called Stronger Together, helps to highlight the issues and outline company response to any suspicion of forced or bonded labour. Further training in this area will be rolled out across our HR and Technical teams with particular focus on our global supply chain.

We expect all of our employees to be aware of the risks of Modern Slavery, and they play a key role in helping to identify any practices within the business, which would cause concern. The business has a whistleblowing policy (see Flamingo Horticulture Whistle Blowing policy) to enable all employees to report and identify and areas where they believe to be concern. Employees are also made aware through posters and other communications of the process for reporting any concerns, which are used as part of a general campaign to raise awareness on the sites that we operate.

Our Flamingo Horticulture Code of Conduct governs standards of behaviours within the business, and all employees are aware of their obligations under this code. Should there be any concerns regarding any activity in the business which runs contrary to this policy then all employees should report any suspicions immediately to their line manager or local HR department. If employees prefer, then they can make use of the company's whistleblowing policy to report any such concerns.

Should there be any identified activity which the company believes would be covered under the Modern Slavery Act 2015 then the company is committed to reporting this activity to the relevant authorities i.e. police and 3rd party organisations i.e. NGOs, relevant charities. The company is committed to investigating all matters thoroughly and any misconduct involving Flamingo will be dealt with through the appropriate internal process.

We have a proud track record of operating to the highest standards; we remain committed to ensuring that there is no forced or bonded labour either directly within our business or within our supply chain. Should any such activity be discovered anywhere within the business or our supply chain we would inform the appropriate authority and immediately take the appropriate action.



Olivia Streatfeild

Chief Executive Officer

Flamingo Group International

December 2025

