

Modern Slavery and Human Rights Statement

Ardo UK Ltd , Ardo NV UK Office
& Rosemary & Thyme Ltd

2026



We preserve nature's gifts



UK Site Director's Statement

Ensuring our business operates in an ethical way across all our activities is a key part of our sustainability goals which are based on 3 pillars: **People, Planet & Product**.

We are very aware that everything we create is performed by people, for people, and we believe that our Company has a broad social responsibility, with priority to our employees, our surrounding community and society as a whole.

We expect those in our supply chain to treat and reward people with the same respect and empathy, as we do to our own directly employed colleagues.

We will not tolerate acts of modern day slavery either within our own business or within our supply chain. The Company acknowledges responsibility to the Modern Day Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the Company.

The company will not knowingly support or deal with any business that is involved in slavery or human trafficking. The Company Directors and Senior Management take responsibility for implementing this policy statement and will ensure that adequate resources are made available to ensure labour exploitation and trafficking is not taking place within the company or our supply chain.



About Ardo

We are part of ARDO Foods N.V. a Belgian owned family business that is one of the largest producers of frozen plant-based foods in the world. We supply to a wide variety of customers in the retail, foodservice and food industry sectors. Through our aim to be a sustainable company, we have a high level of commitment to the people who directly and indirectly work or supply products and services to us. We directly operate two sites in the UK, Ardo UK Ltd (974319) in Kent and Rosemary & Thyme Ltd (3211003) in Suffolk.

16 Production, packing & distribution units in 7 countries worldwide



		
employees	growers	hectares
3,3k	3.5k	50k

Strong Stakeholder Relationships



- Our objective is to build on our existing strong relationships with our stakeholders to develop partnerships with like minded people and organisations who share Ardo's appreciation for mutual respect and have the capacity to understand and commit to working with our values and ethics.
- Ardo obliges its external suppliers to sign a **declaration** as part of the supply contract, stating that the supplier complies with all of the statements contained in the ILO's labour requirements. If required to source raw material from a non-Ardo company we will prioritise the use of **SEDEX** registered suppliers who are made aware of the **Group Ethical Policy** and must sign a **Supplier Partnership Agreement**.
- Other Ardo companies who supply the UK will comply with their own national legal requirements regarding the prevention of slavery and human trafficking in their local supply chains.



Our objective is simple: to create a stable supplier base which is, all suppliers in risky regions must be **SMETA audited**. committed to delivering the goods that we require in the manner that we require. Our suppliers must be dedicated, open to change, ethical and must strive for continuous improvement **Ardo's Supplier Assurance Team** located around the globe, guided by our **Group Purchase and Quality departments** visit our suppliers on a regular basis, performing supplier inspections and providing guidance and instruction, to ensure that Ardo's standards are met each and every time. We see our suppliers as an extension of our business and we consider it to be of fundamental importance for our supply partners to ensure that all labour used is treated legally and with respect and dignity. Therefore



We place a huge importance on our relationships with our growers. A team of more than **50 agronomists** maintain links with our growers to improve understanding our of shared objectives including our legal and moral commitment to eliminate labour exploitation from our supply chain and create a healthy and safe working environments for everyone.

Ardo and the vast majority of our growers are partners in **Producer Organisations**. These organisations provide the perfect platform to help educate our growers in the potential for their workers to be subject to labour exploitation.

Supplier Partnership Agreements

Any supplier/grower wishing to work with us must sign our **Supplier Partnership Agreement** which formally commits them to treating their workers in a professional and respectful manner in line with the ILO's conventions and international labour standards, alongside any local employment law.

In the UK our growers and labour suppliers must be fully compliant with the Modern Day Slavery Act 2015 and where appropriate signed up to **Stronger Together**.

Non-compliance

If a supplier/grower was unwilling to sign our Partnership Agreement we would not enter into a contract with them.

If a supplier/grower was found to be in breach of our agreement/ILO standards we would, depending on the severity of the breach, cease trading with them (subject to contractual agreements) or actively work with them to become compliant within an agreed time frame.

We encourage all workers, whether directly employed by us or not, to alert us via their Manager or by contacting us as a "Whistleblower" (if it is safe for them to do so) with any concerns they may have regarding labour exploitation/trafficking.

If workers feel unable to speak to their manager or call our Whistleblowing line, then the GLAA helpline number is on posters on our notice boards and on our intranet.

Tackling Modern Slavery – what we have done so far



Ardo in the UK continue to commit to the Stronger Together campaign.

All members of our HR Team attended annual training on how to spot and handle possible cases of labour exploitation.

Our agency worker suppliers are audited twice a year to ensure they are meeting our ethical standards.

We have completed The Stronger Together Progress Reporting Tool and are currently reviewing the results.

All employees have received awareness training as it is included in an all new starter inductions.

Stronger Together multi-lingual information sheets are included in all starter packs.

A link to the Stronger Together home page can be found on our intranet.

Raised awareness within Group HR community.

There is a section on Labour Exploitation in our Employee Handbook.

Ethical Audit leaflet produced for employees which covers ILO standards and Stronger Together

Actions 2025	Outcomes
Agency Audits	4
Induction Training	28 employees
Whistleblowing cases	0
SMETA Audit	March 2025

Human Rights

At Ardo we believe, in order for the business to excel, human rights are protected and respected.

We recognise that as a business we have a responsibility to respect human rights and have the ability to positively contribute to human rights impacts.

This is an area of growing importance to our employees, workers, shareholders, investors, customers, consumers, the communities where we operate and civil society groups. There is therefore both a business and a moral case for ensuring that human rights are upheld across our operations and our value chain. This Human Rights Statement contains over-arching principles which we embed into our policies and systems.

We prohibit discrimination, forced, trafficked and child labour and are committed to safe and healthy working conditions and the dignity of the individual. Also the right to freedom of association and effective information and consultation procedures

We recognise that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved in, whether directly or indirectly through our own activities or our business relationships. We manage these risks by integrating the responses to our due diligence into our policies and internal systems, acting on the findings, tracking our actions, and communicating with our stakeholders about how we address impacts.

We have a grievance policy and whistleblowing policy in place and actively encourage all workers to speak up without any retribution, about any concerns they may have.

We have a dedicated Human Rights Officer – Erin Marsh – HR Advisor, who conducts regular audits on all agencies used for temporary workers. The audits are conducted twice a year.

Tackling Modern Slavery – plans for 2026

- Roll out the Just Good Work App to all employees and agency workers – educating and raising awareness, reducing risk of labour rights.
- Create a Human Rights Risk Assessment and wider Impact Assessment in line with SEDEX requirements, ILO standards and the Danish Institute for Human Rights and business framework
- Allocate Human Rights Compliance training for all new starters through Percipio
- Publicise our Modern Slavery and Human Rights Statement on the Ardo Website
- Continue to promote Stronger Together to all agencies that we work with and encourage them to become members if not already.

For further information regarding Ardo's commitment to ethical business:

- <https://ardo.com/en>
- <https://ardo.com/en/sustainability>
- <http://www.ardouk.com/>