



Modern Slavery Act: 2024 Statement

Overarching statement

This statement sets out the steps that we, JDE Peet's, have taken to mitigate the risk of slavery and human trafficking occurring within any part of our business or our supply chain during the financial year ending 31 December 2024.

This Modern Slavery Act statement is made by Jacobs Douwe Egberts Ops GB Ltd and Jacobs Douwe Egberts GB Ltd, together owned by our parent company JDE Peet's, which is headquartered in Amsterdam, the Netherlands. For simplicity we will refer to JDE Peet's throughout this statement to represent both UK companies, as well as its affiliated and/or holding companies.

Our operations and supply chains

JDE Peet's is a global coffee and tea business serving consumers in more than 100+ markets. In 2024, we employed 21,689 associates, from 104 nationalities, across more than 45 facilities in 24 countries. JDE Peet's purchases coffee and tea from many different suppliers including international coffee traders, local exporters, and farmer associations.

Our approach

At JDE Peet's, we are driven by our passion for coffee and tea, respect for the environment, and care for people. We create a coffee for every cup. We collaborate with members of the industry to improve the livelihoods of every community in which we operate, from farmers and suppliers to our talented employees and the local communities in which our consumers enjoy millions of cups of our coffee & tea every day.

Unfortunately, slavery continues to occur in today's modern world and can often be hidden within the increasingly complex global supply chains. The term 'modern slavery' encompasses several practices and includes slavery, debt bondage, forced labour, child labour, and slavery-like practices and refers to situations of exploitation that a person cannot refuse or leave, because of threats, violence, coercion, abuse of power or deception. Criminal activity can also target vulnerable workers, threatening deportation, retaining passports, and withholding wages.

We are totally opposed to such abuses in our direct operations, our indirect operations, and our supply chain as a whole and are committed to the continual improvement of our policies, practices, and programmes with respect to effectively combatting modern slavery.

We abide by the International Labour Organisation conventions and require all our suppliers to adhere to a comprehensive Supplier Code of Conduct. In addition, **JDE Peet's Common Grounds**, a coffee supplier engagement programme, is designed to continuously improve the social, economic, and environmental conditions in origins where coffee is grown. It is our overarching sustainability program, under which sits our Responsible Sourcing pillar and our Assess, Address and Progress Responsible Sourcing approach.



Our Assess, Address, Progress approach enables us to take action to prevent or reduce any negative impacts we have on people or the environment in our supply chain. It builds on our years of knowledge and experience in coffee & tea and new tools and technologies that we believe will support our ambition.

By focusing on transparency and data-based business decisions, we are able to directly engage and support farmers and nature. We are fully aware that many issues are complex and will take years to solve, and that we cannot act alone. While acting responsibly and doing our part, we will also continue to engage suppliers and our partners in collaborative actions in coffee & tea sourcing origins.

- **Assess:** We apply third-party assessments to understand and map our supply chains and identify focus areas. This includes a representative sample of on-the-ground farmer assessments, covering critical areas such as child labour, working conditions, climate and nature, as well as engaging our suppliers in self-assessments to determine their responsible business practices and risks and opportunities of farming communities.
- **Address:** We use the information and insights to address identified gaps by establishing multi-year farmer programmes, where we partner with farmers, cooperatives, suppliers, NGOs, and governments to improve standards across the relevant focus areas identified by these assessments.
- **Progress:** We chart and further our progress by measuring key performance indicators (KPIs) within our farmer programmes, sharing and learning from the insights of the interventions

One of the focus areas within our responsible sourcing pillar is "Equality of People" in which we address priority issues across 3 themes: Working Conditions, Gender and Youth Inclusivity and Child Labour. Through having awareness and practices that promote equal opportunities, improve working conditions and freely chosen employment, we can collectively create better conditions and terminate all forms of involuntary labour and any form of modern slavery.

At JDE Peet's, we are committed to working with governments, NGOs, suppliers, farmer associations/groups and the entire coffee and tea supply chains to improve the working conditions for coffee and tea farmers throughout the world. We are also jointly addressing social and environmental challenges through impactful engagement with our partners.

It is important to remember that the Common Grounds programme does not mean that all issues in the coffee supply chain are solved at once. The methodology is designed to identify issues that may be overlooked in more traditional sourcing models, and to jointly tackle them in a structured and collaborative way.

Relevant policies

In keeping with our commitment to act with integrity in all our business dealings, many of our existing policies address the risks of slavery or human trafficking in any part of our business or our supply chains.



Our relevant policies include (which can all be found on our global website, <https://www.jdepeets.com/about-us/policies/>):

- Human Rights Policy (Updated in 2024)
- Associate Code of Conduct
- JDE Supplier Code of Conduct
- Speak Up Policy
- Responsible Coffee Sourcing Principles

We require all our suppliers to adhere to these policies, or at a minimum their own comprehensive, analogous policy.

In 2021, we refined our JDE Supplier Code of Conduct with a clear commitment to the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. We reached out to more than 7,000 suppliers to highlight the importance of responsible sourcing practices and are applying various verification methods (from supplier self-assessments to quality conversations integrated into our commercial reviews with suppliers) and became a member of SEDEX, a platform that helps companies to manage and improve working conditions along global supply chains.

In our Supplier Code of Conduct, which is available in 17 different languages, relevant sections cover: 'Health, Safety and Respect', 'Fair, Ethical Relationships with Others', 'Conflict of Interest Avoidance', 'No Corrupt Practices', 'Human Rights' and 'Good Corporate Citizenship'.

Our Codes of Conduct set out the behaviours we expect from associates and suppliers in their dealings with employees, colleagues, customers, consumers, suppliers, agents, intermediaries, advisers, governments and competitors. All associates and suppliers are expected to act with integrity and in accordance with the standards of behaviour set out in the Codes of Conduct.

We also believe in promoting human rights throughout our organization, adhering to all wage and hour laws in the locations we operate. We do not use or condone unlawful child or forced labour, and do not conduct business with those who do. Additionally, we expect our suppliers to uphold these same standards in the work they do for JDE Peets. This expectation is clearly set forth in our Supplier Code of Conduct.

We provide guidance and training to support associate understanding of human rights due diligence, and expected behaviour, particularly in respect of their business decisions and the Code of Conduct. We encourage associates to raise concerns, and we have a Speak Up Policy allowing associates, suppliers and third parties to report anonymously, or to seek advice or information on any actual or perceived illegal or non-compliant acts.

Freedom of association and the right to collective bargaining is a core labour standard that we respect as guided by the International Labour Organization (ILO). We apply our employment practices in line with, and in certain aspects, exceeding the requirements of local legislation.



Risk assessment and due diligence

The risk of slavery and human trafficking within our own organisation is mitigated because of strict policies and procedures as well as the oversight built into our business operations and the knowledge and skills of our staff. We assess risk based on several factors including geographical risk indices pertaining to human rights, the level of supply chain control, external governance factors and levels of political stability.

Our Supplier Code of Conduct enables us to monitor the social, environmental, and economic standards in our coffee bean and tea leaf supply chain, from farms through to the bean and leaf processing facilities that produce the finished products ready for shipping.

To influence further throughout the wider supply chain, we encourage our suppliers to evaluate their suppliers and sub-contractors against our requirements. Our sourcing decisions including the choice of suppliers includes a consideration of the sustainability practices and performance of that supplier. We believe that dialogue and engagement with suppliers is a better way to improve conditions at origin than to terminate, which means we then have no influence to drive improvement.

Training and awareness

General awareness training is available throughout the organisation relating to the Codes of Conduct. We further provide guidance and training to support employee understanding of expected behaviour, particularly in respect of their business decisions. Through this training we ensure that all our associates can use Common Grounds to build upon JDE's rich legacy of public-private partnerships, supporting smallholder farmers for over 10 years in more than 20 countries working towards eradicating modern slavery in the supply chain.

Our Progress in 2024

Over 80% of the world's coffee is cultivated by smallholder farmers in over 70 countries, and both coffee & tea production systems largely rely on informal employment, particularly in the use of seasonal coffee harvesters and tea pickers. We recognise the prevalence of human rights challenges within these supply chains. Human rights issues, such as child labour, forced labour and harassment are often systemic – linked to economic, social and cultural issues in a given community – and require collaborative solutions involving a wide range of stakeholders. We believe it is our responsibility to address these challenges, ensuring that we take meaningful action.

We manage risks through a structured, multi-step approach, including annual risk mapping, supplier engagement, and third-party farm-level assessments. In 2024, this included over 79,281 farmer assessments conducted in 28 countries, as well as 332 supplier self-assessments. Regional challenges are addressed at a landscape level, with public insights on origin risks and mitigation actions shared transparently on our website. This is the Assess phase of our approach. We openly share the Address phase on our website, highlighting farmer programmes, the number of beneficiaries, and our partner organisations.

Risk assessment insights guide opportunities for farmer support through Common Grounds projects or suppliers' action plans to address social and environmental challenges. Suppliers submit action plans



annually, with progress reviewed at least once a year. Key human rights issues, such as child and forced labour and working conditions, are embedded in our Responsible Sourcing Principles, guiding our risk assessments, mitigation strategies and investments in farmer programmes.

Where possible, we adopt precompetitive approaches to tackle systemic human rights challenges, ensuring sustainable impact for farming communities and our supply chain. We ensure the effectiveness of our programmes through a solid governance structure within each initiative. Steering committees, comprising implementing partners, JDE Peet's local Sustainability Managers, local government, donor organisations and NGOs, guide programme direction and make adjustments when necessary. Our Vice President of Engagement (whose remit includes sustainability), who reports directly to the CELT, holds the highest-level responsibility for ensuring effective engagement with farmers and workers across the value chain.

In 2024, JDE Peet's achieved significant progress in enhancing farmers' livelihoods through our Common Grounds programme, surpassing our target of reaching 500,000 smallholder farmers by 2025. We have established over 18 new projects across 14 countries, supporting more than 835,000 smallholder farmers.

Aligned with UN Sustainable Development Goal 1 (SDG 1), we prioritise addressing the fundamental challenges faced by coffee farmers striving for sustainable livelihoods. It is estimated that over 5 million coffee farmers live on less than USD 2 per day, underscoring the urgency of our commitment to an inclusive approach that empowers farmers while respecting their freedom to sell to whomever they choose.

As a pure-play coffee & tea company, we invest in the future of farming communities and the environment. By 2030, we aim to invest in many projects that improve farmers' livelihoods and address key social and environmental issues. This includes training and deploying dedicated global resources to drive delivery.

Addressing human rights issues requires collaboration. We work with stakeholders, including NGOs such as the International Labour Organisation, CARE International, UNICEF, Verité, and World Vision, alongside governmental bodies and industry peers, to tackle systemic issues. Using our Assess, Address, Progress methodology, we identify and address risks in vulnerable regions, partnering with suppliers, vulnerable communities, local authorities, and human rights organisations to implement effective solutions.

We currently manage 62 active projects across 23 countries ([Responsible Sourcing | JDE Peet's](#)) providing training in climate-smart and regenerative agriculture to boost farm productivity and farmer income. Our initiatives in farm and household economics have improved financial accessibility. Some of the project focuses and progress have included:

- **Nurseries and mother gardens:** We established facilities to distribute disease- and climate-resilient coffee varieties, with 2,600,901 seedlings distributed to date. For example, in 2024 we completed a project with Cafe Africa in Kagera, Tanzania where, over the course of 3 years, we established 90 coffee nurseries.
- **Water sanitation:** We addressed water sanitation issues in local communities, providing potable water to more than 17,000 individuals who previously lacked access. In Brazil, the Growing Together

project with Comexim distributed 38 bio-digesters to farming communities, safeguarding local water basins from exploitation and contamination.

- **Alternative income sources:** We supported farmers through training, coaching, and alternative income opportunities, distributing seedlings for intercropping with fruit trees. Promoting intercropping and equipping women and youth with training on exploring alternative income sources is a key pillar of our project interventions in Vietnam, Peru, Guatemala and Uganda.
- **Women's empowerment:** We promoted women's empowerment across all our projects, engaging 21,656 women through our Common Grounds programme in 2024

Since the launch of our commitments in 2022 we have made significant progress. In 2023, we joined the International Labour Organization (ILO) Child Labour Platform, an inter-agency business initiative to eradicate child labour in supply chains. One of the projects established under this initiative is to tackle the root causes of child labour in supply chains, focusing primarily on coffee production in Honduras, Uganda and Vietnam. This coalition brings together governments, workers and employers, companies, and civil society stakeholders to facilitate knowledge sharing, cooperation, and collective action to tackle the root causes of child labour.

Despite being the world's largest producer of coffee, a significant portion of Brazilian coffee is produced by smallholder farmers. These individuals often require additional labour support, particularly during the coffee harvest. In 2023, we launched a Common Grounds project with Expotadora Guaxupé, aimed at preventing forced labour and improving working conditions. As a kick off to the project, we brought in our long-standing partner, Verité, to train the agronomists and the sustainability team to identify and prevent work analogous to slavery using the Socially Sustainable Sourcing Toolkit (S3T), an outcome of a collaborative effort in The Cooperation on Fair, Free, Equitable Employment (COFFEE) Project. Together with Exportadora Guaxupé, we expect to reach over 350 farmers by the end of 2026. Through comprehensive training on labour legislation, efforts to enhance workers' accommodations, and providing water filters, we aim to positively impact more than 2,000 individuals in rural areas.

In 2023, we extended our participation into the third phase of the Ethical Tea Partnership (ETP) and UNICEF 'Improving Lives' programme, which is building better lives for children and families living in tea communities in Assam, India. This programme is an excellent example of the power of collaboration to address systemic social challenges supported by several tea companies. The programme aims to support children, women, and families living across 205 tea estates, by improving healthcare, nutrition, access to water, sanitation and hygiene facilities, education and enhanced child protection all of which impact the lives of workers and their families and thereby driving sustainable change for children.

Going forward, we will build on our robust risk mapping and supplier engagement approach and continue to implement programmes in partnership with our suppliers, ensuring we include the needs and rights of farming communities, children and youth in the design of these programmes, including local and national government institutions, civil society organisations and workers' organisations. The larger challenge is eradicating poverty, which is often one of the underlying causes of child labour. Changing cultural norms and increasing awareness about the importance of education and the harmful impacts of child labour are



formidable tasks, both of which require building local capacities and farmer and community resilience for long-term success.

Further examples of our progress, in more detail can be found in our annual report: <https://www.jdepeets.com/investors/financial-reports/annual-reports/>

Effectiveness and performance review

To verify the implementation of our Human Rights Policy, we conduct self-assessment questionnaires for our own sites, enabling us to better understand the human rights risks and labour standards in our operations as we work to design and implement a robust programme of human rights risk management for our own operations. This is in addition to our programme of health and safety audits. The insights from these self-assessment questionnaires will allow us to monitor and evaluate the risks in our manufacturing sites and take appropriate action (including SMETA (Sedex Members Ethical Trade Audit) audits) where needed, to prevent and mitigate potential human rights impacts, and remediate any actual impacts if found.

We also monitor and review both at global and local level:

- Number of associates who have completed compliance trainings.
- Associate engagement scores.
- Issues raised through the Speak Up Policy.

We remain totally opposed to slavery and human trafficking abuses in our direct operations, our indirect operations, and our supply chain, and remain committed to continuously improving our policies, practices, and programmes in an effort to effectively combat it.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes JDE Peet's slavery and human trafficking statement for the financial year ending 2024.

Signed

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