

AFRICAN BLUE S.A. MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR 2024



This statement is published in accordance with section 54(1) of the Modern Slavery Act 2015 (UK) and constitutes a slavery and human trafficking statement for the financial year ending 31 December 2024 (the “**Reporting Period**”). Our statement outlines the steps that African Blue has taken during 2024 to reduce the risk of modern slavery in its supply chain.

Organisational Structure and Supply Chains

African Blue SA is a joint venture between subsidiaries of the Australian company Costa Group Holdings Pty Limited (“**Costa Group**”) and Dole plc, and this statement covers African Blue SA and its subsidiaries, including Sweet Berry SA and African Blue (UK) Limited (together “**African Blue**”).

African Blue is a Moroccan farming company producing blueberries for sale globally. African Blue owns and operates farms in Morocco and sources fruit from third party growers in Morocco and elsewhere in Africa. As at 31 December 2024, African Blue had approximately 351 hectares of planted farmland to meet the demands of production in the market.

Across Morocco in 2024, African Blue worked with 60 direct suppliers of goods and services not for resale, including one labour hire provider in the south of Morocco to help source labour. There are currently a total of eleven produce supply partners in Morocco. African Blue also has four produce supply partners in South Africa and seven in Zimbabwe who supply fruit to African Blue using our proprietary genetics.

African Blue SA recognises there is potential across the international fresh produce supply chain for slavery and human trafficking to occur.

African Blue is committed to working in conjunction with a range of stakeholders to help develop sustainable solutions to address this important issue.

Policies on Modern Slavery

African Blue and its shareholders respect and are committed to protecting human rights within the African Blue business and supply chain. The following policies have been rolled out across the African Blue business:

- Human Rights Policy;
- Whistleblower Policy;
- Recruitment and Selection Policy;
- Code of Conduct;
- Supplier Code of Conduct;
- Complaints Procedure; and
- Anti-Bribery and Anti-corruption Policy.

Prior to the Reporting Period, the above policies were rolled out and translated to French and Arabic to enable workers, customers, suppliers and other stakeholders in the African Blue business to familiarise themselves with these policies. These policies are communicated to staff by making copies available at each site in a prominent position, such as staff noticeboards located at the entrance to our farms, and are communicated through our inductions and toolbox talk sessions.

In 2024, African Blue rolled out enhanced training modules tailored for team leaders and supervisors, focusing on practical identification of modern slavery indicators and guidance on how to respond appropriately and grievance procedures. A Whistleblower Officer was appointed in 2022 in relation to African Blue's operations. The Whistleblower Officer's main objective is to facilitate receipt of, and handle, reports made under the Whistleblower Policy and afford whistleblowers adequate protection and support. The Whistleblower Policy has been communicated to enable workers, customers, suppliers and other stakeholders in the African Blue business to report suspected unethical, corrupt or illegal behavior, including modern slavery in our business.

Additionally, African Blue has a dedicated phone line for reporting unethical behavior, and complaint boxes have been installed at every farm. Feedback received via these platforms is regularly reviewed and used to inform risk assessments and improvements.

Commitment to Health, Safety and Welfare

African Blue prides itself on its commitment to the health, safety and welfare of workers on its farms and produce supply partner farms. African Blue continues to use Sedex to assess risk in our business which informs due diligence monitoring and the basis of our remediation activities. Each of African Blue's farms in Morocco have been listed as a site on Sedex and have completed self-assessment questionnaires. All workers employed within African Blue's operations and supply chain are employed fairly, treated with dignity and their human rights are respected.

To allow independent assessments of the treatment of workers and other social practices on our farms, African Blue engages in regular ethical assessments conducted by independent 3rd party auditors. The audit standards include the Global Gap Risk Assessment in Social Practices (GRASP) and the Sedex Members Ethical Trade Audits (SMETA). The findings' reports for these audits are shared with our UK and European retail customers.

African Blue also expects our produce supply partners to submit to ethical audits, as our commitment to the ethical treatment of workers extends beyond the boundaries of our own farms. Through the Sedex data platform, we can assess management practices employed by our produce supply partners and work together with them to identify opportunities for improvement, provide support to mitigate risk and to take action where necessary.

Processes and Systems

African Blue will not knowingly tolerate the use of forced, debt bonded or indentured labour, involuntary prison labour, slavery or human trafficking in our supply chain. African Blue also remains committed to reviewing, and where necessary improving, our systems and procedures to avoid inadvertent complicity in human rights violations related to our own operations, our supply chain and our produce/products.

In 2024, African Blue continued its efforts to map its supply chain of goods and services not for resale and improve the processes for gathering information about our suppliers.

In Morocco, all of our own sites have completed SAQs in Sedex in 2024 and all of these sites will be audited to SMETA in 2025.

In our African Blue operation, the majority of our produce supply partners are registered on Sedex and have completed SAQs. All of these sites have also undertaken a SMETA conducted by an independent third-party auditor. We are continuing to look for ways to further engage and support partner growers with information and guidance on the use of labour hire.

In 2024, African Blue focused on rolling out a supplier risk rating system which includes assessing risk on geographic location, industry and type of goods acquired. This system focuses efforts into the future towards those suppliers and categories that are inherently at a higher risk of containing modern slavery within their supply chain. This risk-based approach will enable African Blue to better target the available resources to providers that have an inherently higher risk.

The Supplier Code of Conduct was formally introduced to all African Blue suppliers in 2024. The Supplier Code of Conduct covers areas including human rights and modern slavery; health and safety, including safe working conditions; fair wages and compensation; and immigration law compliance. Suppliers were required to acknowledge and commit to these standards.

Further, throughout 2024, HR conducted targeted site visits to engage directly with workers and supervisors. These visits included confidential interviews, training refreshers and practical reviews of working conditions and documentation.

Reviewing progress

African Blue understands that mitigating the risk of modern slavery in our own business and supply chains is a continuous and evolving task. Regular internal audits to evaluate contract terms, working conditions and wage records are conducted to ensure that recruitment practices and employment conditions comply with the company's policies.

African Blue intends to continue to monitor, review and refine its controls throughout 2025 and report on progress in next year's statement.

Approved by the Board on 13 May 2025



Leon Van Biljon

Chairperson

Date: 15 May 2025