



# Human Rights Due Diligence Approach



**World Wise Foods Ltd**

**Human Rights Due Diligence Approach**

This document captures World Wise Foods Human Rights Due Diligence (HRDD) approach. HRDD is an ongoing risk management process that World Wise Foods follows in order to identify, prevent, mitigate and account for how we address adverse human rights impacts connected to our business.

We follow the UN Guiding Principles on Business and Human Rights definition of this process and take seriously our responsibility to "respect" human rights for all workers in our supply chains.

There are four key steps to our HRDD approach:

- 1) Assessing actual and potential human rights impacts
- 2) Integrating and acting on the findings
- 3) Tracking responses
- 4) Communicating how impacts are addressed

Further detail on the process under each step can be found below.

**1. Assessing actual and potential human rights impacts:**

	Approach	Outcome	Review frequency
A	Analysis of human rights impacts in our supply chains	Most severe and most likely risks identified High risk countries noted Root causes and stakeholder analysis mapped	Annual
B	Supplier Partner Human Rights Risk Assessment	Our resources are allocated to our priorities	Bi-annual
C	Vessel Level Risk Assessment (in development)		Annual
D	Horizon scanning	New risks identified	Ongoing
E	Assessing Priority Raw Materials	Risks understood and priorities identified	Ongoing

# Our Approach

We follow a **four-step approach** in order to identify, prevent, mitigate and account for human rights impacts connected to our business:

1. Assessing actual and potential human rights impacts
2. Integrating and acting on the findings
3. Tracking responses
4. Communicating how impacts are addressed



# 1. Assessing actual and potential human rights impacts

	<b>Approach</b>	<b>Outcome</b>	<b>Review frequency</b>
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## 2. Integrating and acting on our findings

- a) Engaging supplier partners
- b) Setting targets and Key Performance Indicator's (KPI's)
- c) Ownership and accountability
- d) Integrating risk management into policies and procedures
- e) Key stakeholders

<b>Near term (2023-26)</b>	100% of priority suppliers have been assessed against our Human Rights policy with 85% average compliance
	Direct worker feedback <sup>1</sup> obtained for 100% of priority supplier partners
	Risks associated with our Priority Raw Materials are effectively mitigated
<b>Long term (2026-29)</b>	100% of active supplier partners have been assessed against our Human Rights policy with 85% average compliance
	All supplier partners have adequate capability and capacity to mitigate human rights risks
	Direct worker feedback at priority supplier partners demonstrates year on year improvements

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### 3. Tracking Responses



#### a) **Supplier Partner Performance Scores**

Incorporates ethical compliance, capability and capacity.

#### b) **Human Rights policy compliance**

Gap analysis conducted per supplier against our Human Rights policy.

#### c) **Direct worker engagement**

Worker surveys, focus groups and worker interviews.



# 4. Communicating how impacts are addressed

## MODERN SLAVERY STATEMENT

APRIL 2022 – MARCH 2023

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- Introduction
- Organisation structure and supply chains
- Policies in relation to modern slavery
- Risk assessment and management
- Due diligence processes
- Training on modern slavery
- Key performance indicators
- Plans for 2023 – 24

### INTRODUCTION

The UK Modern Slavery Act 2015 (the 'Act') requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their own-operations and supply chains. This is the seventh modern slavery statement produced by the World Wise Foods Group made pursuant to the Act.

Our statement outlines steps taken by the World Wise Foods Group to prevent modern slavery during the financial year 2022 – 23. This report covers actions taken by World Wise Foods and Nature's Finest who are both based in the UK. American Tuna follows US modern slavery reporting requirements.

The World Wise Foods Group is fully committed to working proactively to understand the modern slavery risks within our own-operations and supply chains and to putting controls in place to mitigate against them. Over the past 12 months we have been able to strengthen our approach, including:

- Enhancing our supplier partners contractual commitments to ensuring and promoting human rights
- Further direct worker engagement through our partnership with Labor Solutions
- Operationalising the Employer Pays Principle at additional sites in southeast Asia

In the year ahead we will continue to develop our approach to managing the risk of modern slavery within our business and supply chains and ensure our strategy continues to respond to changing risks.

This statement was approved by the World Wise Foods and Nature's Finest Board of Directors.

**David Burton**  
Chief Executive, World Wise Foods  
July 2023

**Ian Wingate**  
Managing Director, Nature's Finest  
July 2023

WORLD WISE FOODS GROUP: MODERN SLAVERY STATEMENT 1

