

## The Structure of our Business

Nature Delivered Limited (T/a graze) is a manufacturer of packaged snack products, selling such products through multiple channels, including through major retailers and online direct to consumers in the United Kingdom, Ireland, Germany, and the Netherlands.

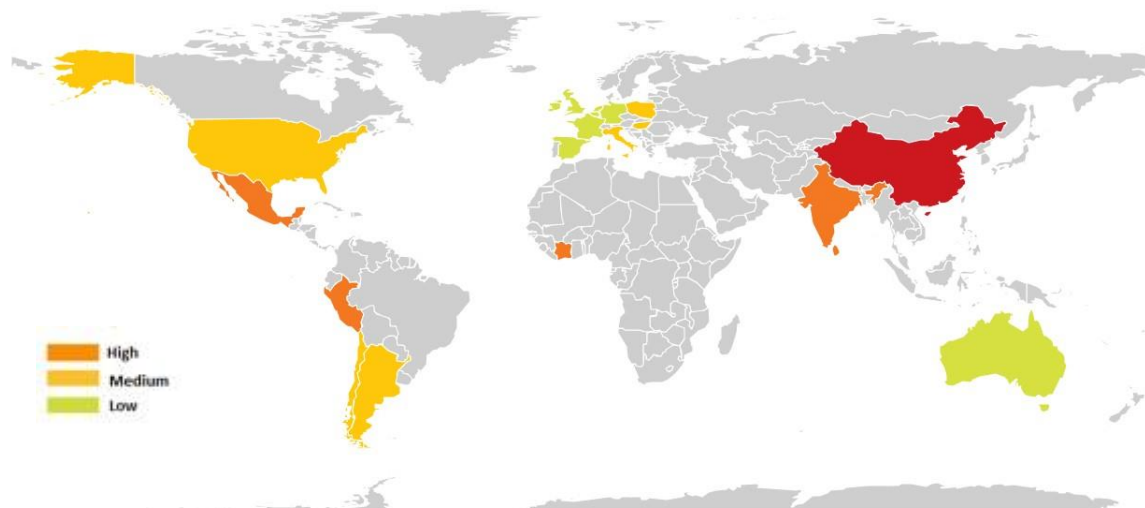
Our production facilities and head offices are based in Hayes and Kingston, UK. As of 31 December 2023, our most recent financial year end, graze employed 272 people.

We have been B Corp accredited since 2021, in recognition of our commitment to being a force for good in the world by creating healthier snacking options, operating sustainably, and supporting our employees and communities. Through 2023 we moved more of our sourcing activity directly to producers and grower, allowing us to drive improvements at a raw material level. We also moved more of our packaging to recycled content, with around 95% of our packaging now being recyclable. Additionally, we remain committed to achieving 100% recycled content in our packaging by the end of 2025.

In 2023 we contributed 615 hours of our time to various volunteering initiatives.

## Supply Chain

Our products comprise of several different ingredients, which are sourced from global suppliers and agents. Currently around 80% of our volume come from countries classified as being low risk, based on country level human right risk indicators as provided by the risk organisation Verisk Maplecroft. Our largest volumes of raw material purchases are in (i) roasted veg categories (corn, peas, pulses), with such volumes predominately sourced from the UK, EU and Asia, (ii) nut and dried fruit categories, with such volumes being sourced predominantly from the US, Europe and Asia, and (iii) oats, sourced from the UK. Our product packaging is sourced from a UK supplier base, with some input materials sourced externally from Europe.



Map of human rights risk for graze raw materials (Verisk Maplecroft, 2024)

Our direct and indirect supply chains include services that are not specifically used in our products but support the manufacture of our products and the operation of our business. Such services include those that meet the operational needs of our headquarters (including marketing, IT, software, human resources, agency, credit card processing, professional advisor fees) and our facilities and warehouses (including postage and packaging and equipment servicing). The service providers are located primarily within the UK and but can extend globally for any specialist items or service which cannot be obtained domestically.

## Risk Assessment

Following on from the work done in 2022 and decision to sign up to SEDEX, we have continued to push for all our raw material and packaging suppliers to be registered on the platform. At the end of 2023, this figure currently sat at around 90%, with work in 2024 focussed on registering the final 10%. Along with this we also expect all graze suppliers to adhere to the mandatory requirements as set out by our parent company Unilever, in their [Responsible Partner Policy](#), and have made this a requirement for doing business with us as a company.

In 2023 we introduced robust ESG assessments for our suppliers, with 90% of the supply base having now completed and been assessed against these standards. We have also introduced to the supply base balanced scorecards, which rank suppliers against Compliance, Quality and Sustainability areas. Our next step is to engage with suppliers on these development and improvement areas, reinforcing our expected standards, and setting key targets and completion dates with them on these areas. This in turn forms part of the quarterly reviews which we now hold with our suppliers.

We never knowingly support any unfair work or modern slavery practices and we do not employ people at graze on minimum wage contracts, nor do we support the practice. The risk of slavery and human trafficking within our own organisation is minimised because of the recruitment policies and compliance standards that we have in place, and the oversight built into our line management structure throughout our operations.

To ensure our staff have a high level of understanding of the risks in our supply chain and our business, staff involved in high-risk areas (including ingredient sourcing and human resource teams) undergo training programmes. These training programmes include the CIPS Annual Ethics Assessment for all Procurement Team Members, Regulatory Training for all HR Members, and regular training on Diversity and Inclusion, Modern Slavery and Employee Assistance for all Line Managers in the business.

This statement has been approved by the board of directors at graze on \_\_\_\_\_ 13<sup>th</sup> June 2024

**James Beale**

James Beale

Chief Financial Officer

Nature Delivered Limited (T/a Graze)