



MINERVA GLOBAL

# **MODERN SLAVERY & HUMAN TRAFFICKING** **STATEMENT**

This statement is made on behalf of Minerva Global Ltd pursuant to section 54 of the Modern Slavery Act 2015. This statement builds upon the statement from previous years and outlines the steps we have taken as a business to identify and prevent slavery and human trafficking in our own operations and supply chains. As a business, we are committed to preventing slavery and human trafficking in our corporate activities. This statement is updated annually where required.

## **Organisational structure and supply chains**

Minerva Global is the international Joint Venture Partner of one of the largest privately-owned growers and processors of Californian Almonds. Minerva has become one of the most important European importers in the almond market and recognises the importance of sustainability, traceability, diversity, and ethical and social standards. Minerva operates throughout numerous different time zones and continents. Minerva is structured to offer full logistical services with incoterm flexibility and warehousing. The company's ethos is focus on customer relations, integrity, and trust.

## **The principles that guide Minerva Global are:**

- Compliance with all applicable laws, regulations, and policies of the company.
- Respect our customers, colleagues, suppliers, and parties within our supply chain.
- Providing only products that we can be proud of.
- Respect others and succeed together.
- Grow with diversity and inclusion.
- Compliance with the highest ethical and social standards.

## **The code is applicable to supply chain parties that are involved in the purchase, manufacturing, service providing, or other, and must ensure that:**

- All activities are carried out in an ethical and responsible manner.
- Any person who maintains, directly or indirectly, a labour, economic, social, or industrial relationship with the company, will receive fair and respectful treatment.
- All activities are conducted with the environment in mind.
- All participants involved in the supply chain are required to adhere to these commitments and ensure that the standards contemplated in this statement are met.



## MINERVA GLOBAL

### **Our Policy**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place in our business or supply chains. There have been no breaches or suspected breaches of our Anti-slavery and Human Trafficking Policy reported thus far.

### **Due Diligence**

As a part of our initiative to identify and mitigate risk we:

- Build a long-standing relationship with suppliers and make clear our expectations of business behavior.
- Get to know our customers to ensure that we are contracting with appropriate business.
- Identify inappropriate employment practices.
- Identify, assess, and monitor other potential risk areas.
- Protect whistle blowers.
- Investigate reports of Modern Slavery.

### **Supplier adherence to our values and ethics**

To ensure all supply chain parties and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant operations. We expect all supply chain parties and contractors to comply with our values, particularly those mentioned in our Code of Conduct.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide the relevant training to all employees where required.

### **Next steps**

- Continue to raise awareness and provide training as necessary.

Signature:

Date: 25/04/2023

Name: Natalie Sankey

Position: Operations Manager