



AMC  
GLOBAL

# MODERN SLAVERY STATEMENT

## AMC NATURAL DRINKS UK

Part of AMC GLOBAL

FINANCIAL YEAR 2023-2024



## INTRODUCTION

AMC Natural Drinks UK Ltd, part of AMC GLOBAL, is committed to combatting modern slavery and human trafficking in all its forms. As a responsible and ethical juice company operating in the United Kingdom, we acknowledge our duty to uphold the principles outlined in the Modern Slavery Act 2015.

This constitutes our slavery and human trafficking statement for the financial year from 1<sup>st</sup> April 2023 to 30th March 2024.

### 1. OUR BUSINESS

AMC Natural Drinks UK Ltd operates within the beverage industry, specializing in the production and distribution of high-quality fruit juices, smoothies and other natural innovative, functional vegetable drinks. We are dedicated to conducting our business with integrity and transparency, while ensuring the welfare and fair treatment of all individuals involved in our operations, including employees, suppliers, contractors, and stakeholders.

AMC Natural Drinks UK Ltd is part of AMC Global, the matrix company with Head Office in Spain, and operations in Spain and the Netherlands, which encompass also other companies of the group such as AMC Natural Drinks, S.L., Fruit Tech Natural, S.A., AMC Ideas, S.L., AMC Vlissingen B.V., AMC Deutschland GmbH, AMC Natural Drinks France, S.A.S., AMC Natural Drinks Portugal S.A. and Via Nature Juices and Beverages, S.L., as well as any other companies which are under the control of the foregoing.

### 2. OUR SUPPLY CHAIN

AMC Natural Drinks UK Ltd is very aware of the complex nature of its supply chain and the challenges involved in it. We value the fact that all involved parties in the chain are very important, and our suppliers are one of the most strategic resources in our business. That is why we develop and maintain ethical relations with our suppliers, based on mutual benefit and a shared commitment to better meet our customers' requirements. A summary of our policies is provided as follows, which have been designed with the aim of improving the sustainability of our supply chain, and to ensure transparency regarding the working conditions of our global supply.

### 3. OUR POLICIES

We have implemented comprehensive policies and procedures to prevent modern slavery and human trafficking within our supply chain and operations. These include:

1. **ETI Base Code:** AMC Natural Drinks UK Ltd adheres to the ETI Base Code, which is rooted in the principles of the International Labour Organisation (ILO) and serves as a globally acknowledged standard for labor practices
2. **Responsible Sourcing Policy:** AMC Natural Drinks UK Ltd has developed a Responsible Sourcing Policy to ensure ethical practices throughout its supply chain, promote sustainability, and uphold social responsibility standards.
3. **Supplier Code of Conduct:** We require all suppliers and business partners to adhere to our Supplier Code of Conduct, which prohibits the use of forced labor, child labor, and any



form of exploitation. We conduct regular assessments to ensure compliance with these standards.

4. **Due Diligence:** We conduct thorough due diligence on our suppliers and business partners to assess their commitment to human rights, labor standards, and ethical business practices. This includes risk assessments and site visits where necessary.
5. **Compliance Policy:** We have a management body and a policy that ensure compliance and the development of honest, upright and transparent professional conduct, demonstrating our 'zero tolerance' and firm condemnation of any illegal act, particularly in the criminal sphere.

#### 4. OUR MANAGEMENT AND MONITORING IN PREVENTION OF VIOLATION OF HUMAN RIGHTS

Despite the solid, long-lasting relationships we have with most of our suppliers, AMC Natural Drinks UK Ltd remains alert to the risks of modern slavery in its supply chains through a specific risk analysis in each country.

In order to identify possible risks of modern slavery in our supply chains, AMC Natural Drinks UK Ltd carries out the following actions:

- 1) **Due diligence packages for suppliers:** these establish the standards that are required from supplier to guarantee that any cases of modern slavery are identified and reported.
- 2) **Sedex:** We encourage all supplying sites register on Sedex and complete the Self Assessment Questionnaire (SAQ). The key questions identifying risk indicators are monitored. The Sedex risk assessment tool RADAR and the forced labour monitoring reports are also reviewed to identify potential risks that needs to be addressed.
- 3) **Sedex Members Ethical Trade Audits (SMETA):** We conduct risk assessments of suppliers to identify the SMETA auditing requirements. If any breaches are reported during audits, the team works closely with the supplier to take action, sharing best practices and resolving problems as quickly and effectively as possible.
- 4) **Whistleblowing Mechanism:** We maintain a confidential whistleblowing mechanism that allows employees, suppliers, and other stakeholders to report any concerns or suspicions of modern slavery or human trafficking without fear of retaliation.

These methods of highlighting and resolving problems have proven to be effective and strengthen relations with the supply base.



## 5. OUR KEY PERFORMANCE INDICATORS

Sedex is the platform which we use ourselves to share with customers our own Ethical Performance, and SMETA the Ethical Standard we get audited against bi-annually to verify our own Ethical System Management on our sites.

Both the Manufacturing sites of Spain and The Netherlands, supplying AMC Natural Drinks UK Ltd, have been audited in 2022 and 2023 achieving outstanding results.

Sedex is also used to track supplier compliance within our supply chain, requesting links and visibility of the ethical management. We download monthly reports tracking site status and trends within our supply chain, with access to corrective action plans and evidences provided by suppliers.

## 6. TRAINING AND RAISING AWARENESS

The organisation is committed to training key colleagues within the organisation to complete training on modern slavery, human trafficking and ethical trading. Key employees have attended online training provided by from Stronger Together, about Tackling Modern Slavery.

AMC Natural Drinks UK Ltd is committed to raising awareness of modern slavery issues within our organization, by notifying to all factory staff through posters and Information on notice boards, and circulating regular communication to office staff

These endeavours explain:

- The methods for recognizing indicators of slavery and human trafficking
- The initial actions to be taken if suspicions of slavery or human trafficking arise
- The process for escalating potential slavery or human trafficking concerns to the appropriate parties within the organization.

This statement has been approved with the organization's Board of Directors, who will review and update annually.

People Director: Clara Hervás Valverde

Date: 05th June 2024

A handwritten signature in blue ink, appearing to be 'C. Valverde', written over a faint circular stamp or watermark.