



Mission Produce UK Limited Modern Slavery Statement

This statement is made in accordance with the Modern Slavery Act (2015). It constitutes the Mission Produce UK Limited (“MPUK”) modern slavery and human trafficking statement for the 2024 fiscal year.

Our Business

Mission Produce UK Limited is a subsidiary of Mission Produce, Inc., that sources and distributes fresh avocados and mangos to retail, wholesale, and foodservice customers primarily in the United Kingdom. MPUK has sourcing capabilities in Peru, Chile, Colombia, the Dominican Republic, Guatemala, Morocco, Brazil, South Africa and more. We acknowledge that certain sourcing countries may present an increased risk of modern slavery as defined by the Modern Slavery Act (2015).

Relevant Policies and Procedures

MPUK has in place the following policies and procedures that address its management of risks associated with modern slavery and human trafficking in its operations:

- **Human Rights Policy:** This policy sets out expectations in relation to human rights and labor standards including information on child and forced labor.
- **Code of Ethics and Conduct:** This policy encourages honest and ethical conduct amongst employees, and protection for persons reporting any such questionable behavior.
- **Anti Bribery & Corruption Policy:** This policy prohibits company personnel from engaging in corrupt activity.
- **Recruitment and Selection Policy:** This policy defines the processes by which MPUK selects and recruits its employees.
- **Right to Work Check Procedure:** This procedure outlines the mandatory Right to Work verification process for all employees and agency workers working at MPUK.
- **Terms of Business Undertaking:** This procedure outlines technical requirements for MPUK suppliers and constitutes our conditions to supply, including requirements related to the Modern Slavery Act.

Due Diligence

We undertake due diligence measures when considering new suppliers, and we regularly review our existing suppliers. Our due diligence includes:

- Being a member of Supplier Ethical Data Exchange (SEDEX) and building SEDEX membership progressively across our supply base.
- Broadly mapping the supply chain to assess risks.
- Conducting supplier visits through MPUK’s own staff.
- Requesting the submission of a completed third-party social compliance audit from suppliers as part of the supplier approval process.
- Conducting a third-party review process for vendors at onboarding and on a continuous basis to ensure they are meeting anti-corruption compliance requirements domestically and internationally.

Training

MPUK requires key staff to complete training on modern slavery where appropriate. The training covers areas such as understanding and identifying modern slavery, what organizations can do to help, and compliance with the Modern Slavery Act.

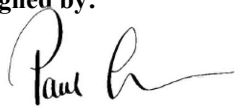
Monitoring

To understand and monitor our effectiveness in ensuring that modern slavery and human trafficking is not taking place in our business or supply chains, we are implementing key performance indicators relating to internal staff training and supplier social compliance audit rates.

Approval

This statement has been approved by the Board of Directors. It will be reviewed annually and updated as necessary.

Signed by:

A handwritten signature in black ink, appearing to read 'Paul', followed by a long, horizontal, wavy line that extends to the right.

Paul Laurence Frowde

Director

for and on behalf of Mission Produce UK Limited

Date 13 April 2025