



Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It sets out the steps taken by World of Goodness Limited and its subsidiaries during the financial year ending 31st December 2025 to prevent modern slavery and human trafficking in our business and supply chains.

World of Goodness Limited and its subsidiaries are committed to acting ethically and with integrity in all business dealings and relationships. We are committed to implementing and maintaining effective systems and controls to help prevent modern slavery and human trafficking from taking place within our own operations or supply chains.

Our Organisation

World of Goodness Limited is the UK's largest distributor, importer and wholesaler of confectionery products. Our head office is based in Loughborough, Leicestershire, and we employ approximately 1,000 colleagues across the Group.

Our Group comprises:

- Hancock's Wholesale Stores, serving more than 22,000 independent customers.
- Field Sales and Direct to Store teams, covering approximately 36,000 independent customers.
- E-commerce sites with approximately 55,000 users per week; and
- National Account teams covering all sales channels.

We recognise that we operate within an industry and supply chain environment where there may be risks of modern slavery. We therefore seek to continually improve our processes to identify, assess and mitigate modern slavery risks in our operations and supply chains.

Our Supply Chains

We recognise that modern slavery risks may arise within our supply chains, particularly where goods are sourced from higher-risk sectors, regions or labour markets.

Our partners and larger suppliers are assessed by our in-house Technical and Compliance teams. As part of this process, we utilise tools and frameworks such as Sedex and GFSI-recognised worldwide standards to support supplier assurance, ethical trading and compliance monitoring.

World of Goodness Limited and its subsidiaries are currently reviewing their approach to supplier due diligence and developing a process to assess suppliers in relation to modern slavery risk. As part of this work, we intend to introduce a supplier assessment process that may include requests for information on suppliers' modern slavery policies, labour standards, ethical trading practices, audit history and supply chain controls.

Where potential risks are identified, we will seek further information and, where appropriate, work with suppliers to understand the steps they are taking to address those risks. If serious concerns are identified and are not adequately addressed, we may consider further action, including escalation, suspension of the relationship or termination of the contract.

Company Policies

Our approach to modern slavery is supported by several key policies that apply across our organisation.

Our Modern Slavery Policy reflects our commitment to implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices occurring within our business operations or supply chains. It also confirms our commitment to acting ethically and with integrity in all our business activities and relationships.

Our Whistleblowing Policy allows colleagues to raise concerns regarding criminal conduct, breaches of company policies, unethical behaviour or suspected modern slavery.

Our Bullying and Harassment Policy explains our commitment to ensuring that colleagues, agency workers, contractors and job applicants work in an environment free from harassment, discrimination and bullying. This includes our commitment to maintaining a workplace free from all forms of modern slavery, forced labour and exploitation.

Identifying and Managing Risk

As part of our ongoing commitment to preventing modern slavery, we are reviewing how we identify and assess modern slavery risks within our supply chain. We are working towards developing a more structured process to help identify higher-risk suppliers, sectors and regions, and to determine where further due diligence may be required.

Our distribution and production sites are required to undertake SMETA audits. These audits are based on the ETI Base Code and help provide assurance in relation to labour standards and ethical working practices.

The majority of our colleagues are employed on permanent contracts, which helps reduce the risk of labour exploitation within our direct workforce.

We also use the following practices to help mitigate risk:

1. Colleague Training

We provide training to key colleagues to ensure that they understand the risks of modern slavery and human trafficking and are able to operate our policies and procedures effectively.

2. Right to Work Checks

Right to work checks are conducted in accordance with applicable legislation before colleagues begin employment with the company. Agencies used by the business are required to carry out appropriate background and eligibility checks.

3. Colleague Engagement Survey

We run an annual colleague engagement survey to give colleagues the opportunity to provide feedback on areas including training and development, colleague benefits and communication. We use this feedback to help improve our working environment and support a positive culture across the organisation.

We take any breach of our policies or allegation of labour abuse extremely seriously and encourage colleagues to speak up. Any concerns should be reported to our Anti-Slavery Officer, who will investigate and, where appropriate, report findings to the Board of Directors.

Measuring Effectiveness

We recognise the importance of monitoring the effectiveness of our approach to modern slavery risk management. As we continue to develop our supplier assessment and due diligence processes, we intend to strengthen the way we measure and report on the effectiveness of our controls.

This may include monitoring:

- training completion rates for relevant colleagues.
- the number of concerns raised through whistleblowing or other reporting channels.
- ethical audits undertaken across relevant sites.
- supplier assessments completed once the supplier assessment process has been introduced.
- corrective actions identified and completed; and
- ongoing review of higher-risk suppliers and supply chain areas.

Future Plans

During the next financial year, World of Goodness Limited and its subsidiaries intend to:

1. develop and implement a supplier assessment process to help identify and manage modern slavery risks within the supply chain.
2. review and broaden the existing Modern Slavery Policy.
3. continue to risk assess the supply chain and strengthen due diligence processes; and
4. further develop measures for assessing the effectiveness of modern slavery risk controls.

This statement has been approved by the HR Department