

## **Modern Slavery statement for financial year 2025**

Barentz International B.V. was founded in 1953 and is a Distributor of products for the Pharmaceutical, Nutraceutical, Personal Care, Human Nutrition, Animal Nutrition industry sectors.

Barentz has a global team of more than 2,700 employees in 70+ countries, serving 27,000+ customers. Our Head Office is based in The Netherlands.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Barentz International B.V. and its affiliates including Barentz UK Ltd (Barentz) have taken and are continuing to follow to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

Barentz has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to ensuring that effective systems and controls are in place to safeguard against any form of modern slavery.

Barentz has a key commitment and core principle to create a culture that will stimulate honesty, transparency, sustainability, compliance, expertise and cultural diversity. Our success is based on providing an environment that promotes trust, confidence, safety and respect of its employees, suppliers, customers, local and international stakeholders, media, competent authorities and other interested parties.

We have developed an ongoing process of communication within our teams, with the aim of supporting our people's performance and development in the best possible way.

Our whistleblowing service is an early warning system to reduce risks such as those that may affect people, our organisation, society or the environment.

It is an important tool to foster high ethical standards and maintain customer and public confidence in us.

Barentz acknowledges its responsibility to contribute to a more sustainable world. We have developed an Environmental, Social & Governance (ESG) program to formally champion our sustainability initiatives. We have partnered with EcoVadis to assess the ESG performance of our primary partners to work collaboratively together in terms of advancing our ESG goals. Barentz' current EcoVadis rating is gold.

Barentz is a B member of SEDEX (Supplier Ethical Data Exchange). SEDEX is the largest collaborative online platform for sharing and viewing information on labour standards, health and safety, ethical supply chain data, the environment and business ethics.

### Our Suppliers

Barentz has considered risks within our business and through our TACCP, VACCP, HACCP (Thread, Vulnerability and Hazard Analysis Critical Control Point) processes have identified that our choice of partnership with third party Suppliers is crucial to assuring our position as a leading Distributor.

To this end, we have developed systems to ensure that Barentz works only with Manufacturers who are leaders in their respective fields within the Pharmaceutical, Nutraceutical, Personal Care, Human Nutrition and Animal Nutrition industry sectors. These Manufacturers must have a level of formal quality accreditation of at least ISO9001 or equivalent and must be compliant with all applicable local and national legislations regarding working practices and the products that they supply to Barentz.

Barentz has in place an Approved Suppliers list for each of the industries in which we operate. Approval of a Supplier of product is in accordance with our due diligence as a business as well as the corporate procedures for selection of our partners.

### Warehousing and Distribution

Barentz operates a comprehensive and transparent Supply Chain network. Warehouse and Distribution partners are assessed for suitability and the ability to provide the expected standards and are continually monitored by our Quality & Regulatory and Supply Chain teams to ensure both quality standards and performance are optimised. Barentz is confident that through our choice of internal and outsourced logistics we can offer a robust and reliable service ensuring that these Suppliers conform to the relevant Codes of Practice, legislation, or regulatory agencies as required.

Barentz neither engages in nor supports the use of forced, bonded, involuntary or child labour. As such, Barentz complies with the standards of the International Labour Organisation and the minimum age requirements in all countries in which Barentz conducts business. Barentz ensures that its employees work in a safe environment and complies with applicable local and national regulations with regards to the work environment, working hours and working conditions.

### Our performance indicators

Barentz will continue to monitor and review all Suppliers in line with the requirements of the Modern Slavery Act. We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking does not take place within our business or supply chain if no reports are received from employees, our Suppliers of product or service, our Customers, regulatory agencies, other interested parties or through on-going review, inspections and audits of our quality systems.



**Barentz International B.V.**

Saturnusstraat 15 ▪ 2132 HB Hoofddorp ▪ The Netherlands

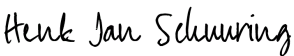
Approval

This statement has been approved by:

Name: Henk-Jan Schuurin

Position: Global Director of Quality & Regulatory Affairs

Signature:

DocuSigned by:  
  
556A30FA998F47B...

Date: 15-04-25 | 14:14 BST