

ABOUT THIS STATEMENT

This document serves as a statement complying with the Modern Slavery Act 2018 in Australia and the Modern Slavery Act 2015 in the UK.

This joint statement is submitted by JACOBS DOUWE EGBERTS AU Pty, Ltd. (JDE Australia) and JACOBS DOUWE EGBERTS Ops GB Ltd & JACOBS DOUWE EGBERTS GB Ltd (JDE UK). All are wholly owned subsidiaries of JDE Peet's N.V., headquartered in Amsterdam (the Group parent company). References to "JDE Peet's" hereafter represent all reporting entities. This statement covers the reporting period from 1 January 2025 to 31 December 2025.

Information in this Modern Slavery and Human Trafficking Statement has been taken from the JDE Peet's 2025 Annual Report, for which Deloitte BV have performed a limited assurance engagement on the (consolidated) sustainability statement for 2025. In parallel independent limited assurance

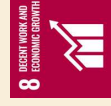
was also provided by Bureau Veritas on both our Green Coffee Human Rights & Environmental Due Diligence (HREDD) Standard Operating Procedure and our percentage of responsibly sourced green coffee. All sustainability reporting was developed with reference to the reporting principles defined by the GRI Universal Standards 2021. More details on this and the other standards we use for sustainability reporting can be found on our corporate website, '[Sustainability - Resources](#)' section.

JDE Peet's is a global coffee and tea business operating in 100+ markets, with 39 manufacturing facilities in 25 countries. We source approximately 8% of the world's coffee and less than 1% of the world's tea through our extensive supply chain network, including international coffee traders, local exporters and farmer associations.

Due to the nature of our global supply chain, JDE Australia and JDE UK share many suppliers. For this

reason, this consolidated report provides an overview of how JDE Peet's collectively identifies, addresses and progresses the management of modern slavery risks. Australian and UK teams collaborated on this statement to ensure alignment with reporting scope. Further information on JDE Peet's sustainability efforts, including the management of other material risks, can be found in the [JDE Peet's 2025 Annual Report](#).

Our Human Rights programme aligns with the UN Sustainable Development Goals (SDGs):



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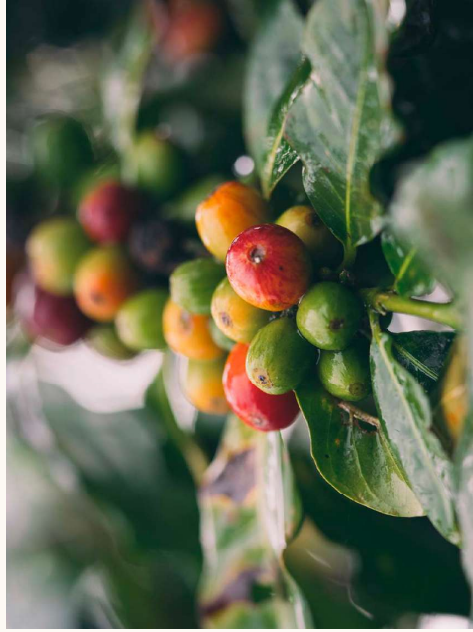
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ABOUT JDE PEET'S

We are a global coffee and tea company operating through four commercial segments (Europe, LARMEA, APAC and Peet's), managing 39 manufacturing facilities and sourcing from over 100 markets.

Globally, JDE Peet's employs approximately 21,000 associates from 105 nationalities, including 230 in Australia and 303 in the UK.



122BN
CUPS OF COFFEE

100+
MARKETS REACHED

21,143
EMPLOYEES

9.9BN
TOTAL SALES (EUR)

AUSTRALIA AND UK BRANDS INCLUDE:



OTHER GLOBAL BRANDS INCLUDE:



A MESSAGE FROM OUR LEADER IN SUSTAINABILITY:



LAURENT SAGARRA

Vice President Engagement
(Sustainability & Corporate
Communications)

“At JDE Peet’s, our commitment to respecting human rights is fundamental to how we operate and core to our purpose: we champion what coffee makes possible. As a company that sources from thousands of farming communities around the world, we recognise the responsibility we carry – not only to avoid causing harm, but to proactively address human rights across our supply chain. This is not an aspiration, but a business imperative to the future success of JDE Peet’s and the entire coffee value chain.

Over the past decade, our Common Grounds programme has been central to this commitment. We have partnered with local organisations, cooperatives, NGOs, and suppliers to better understand the risks farmers face and to cocreate solutions that address those challenges in a meaningful and lasting way. Since 2015, we have taken over one million smallholder farmers through our Common Grounds projects, to train them in regenerative agriculture practices, provide financial resources and build education facilities.

As we reflect on our progress, we also recognise the persistent realities many farmers experience – from economic vulnerability and climate-related pressures to limited access to essential services or fair market opportunities. These challenges reinforce why we continue to embed human rights due diligence into our sourcing, governance, and decision-making processes. Our focus remains on transparency, early risk identification, and targeted action, through our Assess, Address & Progress approach, that supports both immediate needs and long-term resilience.

Our journey is ongoing, and our responsibility is shared. I am grateful to our partners, our teams, and the communities we work with every day. Together, we will continue to advance a value chain that is not only more sustainable, but more equitable and respectful of the people who make it possible.

**WITH OUR INCLUSIVE APPROACH,
WE WILL LEAVE NO FARMER BEHIND.”**



2025 HIGHLIGHTS

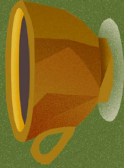
88.8%

RESPONSIBLY SOURCED GREEN COFFEE¹



99.5%

RESPONSIBLY SOURCED TEA



1M+

BENEFICIARIES² OF COMMON GROUNDS PROGRAMME SINCE 2015



NEW HUMAN RIGHTS AND ENVIRONMENTAL DUE DILIGENCE FRAMEWORK



78%

COMPLIANCE FOR TIER 1 COST OF GOODS SOLD (COGS) SUPPLIERS WITH OUR HUMAN RIGHTS DUE DILIGENCE



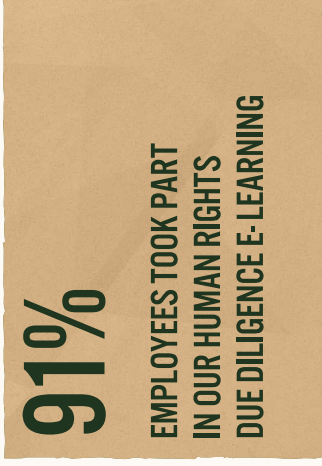
76

ACTIVE PROJECTS ADDRESSING A RANGE OF SOCIAL & ENVIRONMENTAL ISSUES, INCLUDING MODERN SLAVERY RISKS



91%

EMPLOYEES TOOK PART IN OUR HUMAN RIGHTS DUE DILIGENCE E-LEARNING



1 In line with Human Rights and Environmental Due Diligence (HREDD)

2 Beneficiaries are individuals who are direct recipients of training, services, capacity building in our farmer programme, women and men, including farmers, workers, youth and children. Previously referred to as 'smallholder farmers'.

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT



JDE Peet's 2025 Modern Slavery Statement

AS THE WORLD'S LEADING PURE PLAY COFFEE COMPANY, WE BELIEVE THAT AMAZING THINGS HAPPEN OVER A CUP OF COFFEE.

For JDE Peet's, this means creating a better future for the lives we touch and the planet we rely upon. Meaningful change relies upon collective action, which is why we collaborate with stakeholders at every stage of the coffee journey.

We're committed to leaving a lasting, positive impact on livelihoods, from the farmers and suppliers we connect with, through to our employees and consumers. This ambition begins with the fundamental protection of human rights.

We recognise that modern slavery still exists today, and is a risk in global, complex supply chains. JDE Peet's policy is zero tolerance for modern slavery in all its forms, which may include debt bondage, forced labour, child labour and other means of exploitation. However, we understand it is still a risk within our supply chain and must act to prevent it.

We take proactive responsibility, holding ourselves and our partners to high standards of integrity across our entire supply chain.

This statement was approved & signed by the JDE Peet's UK & Australia leadership and board.

ANGELA WHITE

Managing Director,
UK&I JDE GB Ltd, JDE Peet

DocuSigned by:
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Plant Manager,
JDE GB Ops Ltd, JDE Peet's

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OUR SUPPLY CHAIN

Our labour supply chain consists of three main categories: direct employees, contracted labour and upstream supplier partners. We manage our supply chain through our Common Grounds strategy, Human Rights & Environmental Due Diligence (HREDD) programme and our group policy framework, actively engaging with our suppliers through direct interactions, engagement sessions and industry forums. We strengthen these relationships by providing detailed feedback and co-investment in wider initiatives.

Supply Chain Transparency Statement

Due to higher risk, we have prioritised multi-tier mapping of our coffee supply chain. However, complex cooperative layers still limit our visibility between farmers and direct suppliers. For all other product categories, including tea and palm oil, we currently map Tier 1 suppliers while we strengthen our due diligence processes.



UPSTREAM



AGRICULTURE

We source coffee, tea and other agricultural products from more than 30 countries. Coffee & tea are often grown in countries that face significant socio-economic and environmental challenges.



SUPPLIERS

We work with more than 900 direct material suppliers (other than coffee & tea) across 50 countries. They are critical to sustaining our business, and some play an important role in helping us achieve our sustainability goals.

OWN OPERATIONS



PRODUCTION

We manufacture our coffee & tea products primarily at 39 manufacturing facilities in 24 countries, ensuring consistently high product quality while carefully managing the use of resources.



PACKAGING

We work with 60 packaging suppliers in 16 countries, actively working with them to find more sustainable packaging solutions and reduce resource usage.

DOWNSTREAM



DISTRIBUTION

We work with third-party logistics partners to reliably distribute our coffee & tea products to customers across the world in a manner that ensures the products' freshness and quality and minimises our environmental footprint.



CHANNELS

We sell our full product range through a go-to-market approach that covers the entire spectrum of sales channels, retail channels, online channels, Out-of-Home channels and coffee stores.



CONSUMERS

Our mission is to delight our global consumers with every cup delivering high-quality products, while creating value for our customers.



END-OF-LIFE

Our multiple partnerships allow consumers to more easily return their used coffee pods for public or private collection and into recycling streams.

ASSESSING OUR SUPPLY CHAIN RISK

JDE Peet's has assessed how its global business model and related key performance indicators (KPIs) could potentially cause, contribute to, or be directly linked with modern slavery risks across its operations and supply chains.

As a company sourcing agricultural commodities – primarily green coffee and tea – from diverse regions, including areas with known labour-rights vulnerabilities, we recognise that the structure of our value chain inherently presents elevated risk exposure.

Our business model relies on large, multilayered supply chains that include smallholder farmers, cooperatives, traders, processors, and logistics partners. Because many of these partners operate in regions with limited labour oversight, informal labour practices, or socio-economic pressures, JDE Peet's acknowledges that certain commercial drivers – such as price competitiveness, volume requirements, or procurement lead times – may inadvertently increase the likelihood of labour exploitation if not carefully managed.

To address these risks, JDE Peet's has conducted a review of how core business KPIs – such as cost efficiency, supplier performance, sustainability sourcing volumes, and on-time delivery – may create pressure points within the supply chain. This analysis helps ensure that our commercial expectations do not unintentionally incentivise practices that could contribute to forced labour, debt bondage, or other forms of modern slavery. We also evaluate whether our own operational processes – including manufacturing, warehousing, and contracted services – could create circumstances where vulnerable workers may be at risk. (See page 14 for further information on our approach to managing risk.)

This assessment informs our responsible sourcing strategy, supplier engagement approach, and due diligence processes. Understanding how our business model could influence labour conditions enables us to design more effective mitigation measures and to work collaboratively with suppliers and partners to reduce modern slavery risks throughout the value chain.

Our strategy for managing these risks is through Common Grounds, our sustainability programme.



OUR PATHWAY TO CONTINUOUS IMPROVEMENT

In 2025, we increased the compliance of our COGS suppliers, supporting our 2027 goal towards 100% compliance for tier 1 COGS suppliers with our human rights due diligence, reaching 78% overall compliance versus 67% in 2024.

By year-end, 97% of EU-based higher-risk COGS suppliers (94% in 2024), that were required to be onboarded in Sedex or EcoVadis, have been onboarded.

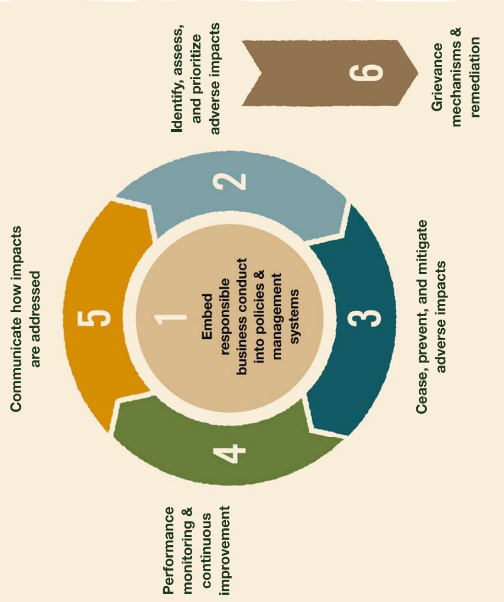
To strengthen policy implementation, we also monitor:

- SMETA (or equivalent) audit results
- Relative corrective action plans
- EcoVadis medal scores



HUMAN RIGHTS AND ENVIRONMENTAL DUE DILIGENCE

In 2025 we developed a Human Rights & Environmental Due Diligence (HREDD) framework to manage our approach to issues like modern slavery. This framework ensures that we identify, address and mitigate against future human rights risks, in line with OECD Guidelines for Multinational Enterprises.



1 Embed responsible business conduct into policies & management systems

Our relevant policies cover both internal associate conduct, procurement, and our Supplier Code of Conduct and broader farmer supply chain.

Further information on our policy framework can be found on [page 13](#).

2 Identify, assess, and prioritise adverse impacts

Sedex & EcoVadis: Third party platforms used to monitor 12,000+ supplier sites, primarily non-coffee and tea Cost of Goods Sold suppliers, and to assess labour standards (including internal governance).

Speak Up: Our 24/7 independent reporting line to safely and anonymously capture human rights concerns from all JDE Peet's stakeholders.

Self-Assessment forms: Distributing annual self-evaluations to coffee suppliers in sourcing origins to assess how their own processes and policies align with our Responsible Sourcing Principles. In 2024, we achieved a 70% response rate, helping us identify high-risk areas.

3 Cease, prevent & mitigate adverse impacts

Corrective action plans: Mandatory improvement plans are developed and implemented to ensure that all suppliers meet our Supplier Code of Conduct standards.

Assess, Address, Progress: Through this three-fold approach, we continue to evaluate and take action against negative human rights risks.

Further information on this approach can be found on [pages 14-16](#).

4 Ongoing improvement

Supplier engagement sessions:

Connecting with key suppliers to understand unique challenges, raise awareness and share best practice.

Performance reviews: Deep-dive evaluations for top-tier suppliers, including tailored feedback to support improvement.

Internal controls: We conduct periodic reviews to monitor the effectiveness of our internal measures and policies, including self-assessment questionnaires at JDE Peet's sites.

5 Communicate how impacts are addressed

Reporting: We outline our approach, progress and impact annually through our audited annual reports and Modern Slavery Statement.

Training & upskilling our employees: see [page 19](#) for further information.

6 Grievance mechanisms & remediation

Locally focused grievance mechanisms: we implement locally tailored, community-based systems that build awareness and engagement. For example, in Brazil we joined the Nossa Voz platform, which trains workers and farm owners on their rights and responsibilities, offering a safe and accessible grievance mechanism free from fear of retaliation.

MEASURING OUR PROGRESS

We also measure our global and local progress against several key performance indicators (KPIs), monitoring year-on-year trends to prioritise the most critical areas for improvement. These metrics are tracked by relevant functions (including our Human Rights and Sustainability teams) with oversight from JDE Peet's Executive Committee to ensure accountability and drive progress.

Throughout this statement you will see these results referenced, with further context on how these metrics have been used to develop our approach. We will also show how quantitative data is utilised alongside qualitative insights from our key stakeholders, to ensure the effectiveness of our strategy.



HUMAN RIGHTS RELATED KPI

Working towards 100% responsibly sourced green coffee¹
 Working towards 100% responsibly sourced green coffee²
 Working towards 100% responsibly sourced tea
 Working towards 100% responsibly sourced palm oil

Beneficiaries at origins reached through our Common Grounds projects since 2015³

Towards 100% compliance of our Own Operations Human Rights Due Diligence

Towards 100% compliance of our (non-coffee) COGS suppliers with our Human Rights Due Diligence
 Towards 100% of manufacturing sites food safety & quality verified by an internationally recognized certification body

Severe human rights incidents: Own workforce

Number of employees who have completed JDE Peet's Human Rights Due Diligence (HRDD) e-learning⁴

Total number of reported discrimination incidents

Total number of complaints filed

Total amount of material fines, penalties, and compensation for damages: work-related grievances (EUR)

	TARGET YEAR	2024	2025
Working towards 100% responsibly sourced green coffee ¹	2028	n/a	88.8%
Working towards 100% responsibly sourced green coffee ²	2025	83.2%	n/a
Working towards 100% responsibly sourced tea	2025	80%	99.5%
Working towards 100% responsibly sourced palm oil	2025	100%	100%
Beneficiaries at origins reached through our Common Grounds projects since 2015 ³	n/a	835,497	1,046,975
Towards 100% compliance of our Own Operations Human Rights Due Diligence	2025	n/a	11%
Towards 100% compliance of our (non-coffee) COGS suppliers with our Human Rights Due Diligence	2027	67%	78%
Towards 100% of manufacturing sites food safety & quality verified by an internationally recognized certification body	2025	84.5%	89%
Severe human rights incidents: Own workforce	n/a	n/a	1
Number of employees who have completed JDE Peet's Human Rights Due Diligence (HRDD) e-learning ⁴	n/a	n/a	91%
Total number of reported discrimination incidents	n/a	30	13
Total number of complaints filed	n/a	118	78
Total amount of material fines, penalties, and compensation for damages: work-related grievances (EUR)	n/a	0	0

¹In preparation for CSDDD implementation and considering that our previous methodology to calculate 'responsibly sourced green coffee' was not aligned with it: the methodology changed in 2025, aligning (global) 'responsibly sourced' to our HREDD process. This is not comparable to previous years, therefore presented in a separate line.

²While we fully transition, the '% responsibly sourced green coffee Europe', remains calculated with the previous methodology due to customers' requirements.

³Our HRDD e-learning was introduced in 2024, so we do not have full year of data for 2024

⁴Beneficiaries are individuals who are direct recipients of training, services, capacity building in our farmer programme, women and men, including farmers, workers, youth and children.

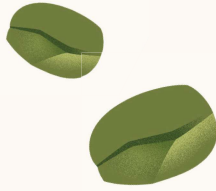


OUR POLICIES AND PROCESSES

Our policy framework ensures that we continue to uphold high human rights standards for the protection of our associates, suppliers and communities. JDE Peet's policies and processes align with key international standards, including the International Bill of Human Rights, ILO's Declaration on Fundamental Principles and Rights at Work, OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Baseline standards of conduct are defined within our mandatory Codes of Conduct, with specific policies implemented to build upon our risk prevention and management, such as our Human Rights Policy and Responsible Sourcing Principles.

We expect all suppliers in the JDE Peet's value chain to uphold these same standards in the work they do for us, alongside adherence to relevant local or international legislation.



Developing our policy framework

Collective action is the most effective way to deliver meaningful change. We engage with industry initiatives and partners, including NGOs, to develop and implement robust, actionable programmes for managing human rights risks. This includes our policies, where we engage with various stakeholders to ensure success.

Upholding compliance

We leverage our Human Rights and Environmental Due Diligence (HREDD), risk-based processes and ethical audits to enforce and monitor compliance with our policies, prompting targeted remediation efforts where necessary. Group-level internal controls measure policy deployment, involving quarterly check-ins with local and regional leadership. JDE Peet's Audit Committee also receives a quarterly report on key compliance matters, including updates on policies, Speak Up reports and potential incidents.

Communication and engagement

Raising awareness through accessible, targeted communication is critical for policy compliance, and ultimately risk mitigation. Within our supply chain, we develop long-term programmes with workers, farmers and communities to raise awareness on human rights – including the implementation of Child Labour Monitoring and Remediation Systems (CLMRS) which align with the JDE Peet's standards for responsible sourcing.

KEY POLICIES FOR MANAGING MODERN SLAVERY RISKS:

Supplier Code of Conduct (SCOC)

Available in 17 languages, embedded into supplier contracts outlining our policies, principles and standards. Our SCOC covers key topics including: health, safety and respect; fair, ethical relationships with others; conflict of interest avoidance; no corrupt practices; human rights; and good corporate citizenship.

Human Rights Policy

Outlining our commitment to the prohibition of all forms of exploitation, while respecting worker rights, fair conditions and inclusive practices across our operations and value chain.

Codes of Conduct (for JDE and Peet's)

Responsible Coffee Sourcing Principles

Palm Oil Responsible Sourcing Principles

Speak Up Policy
Available to all members of our supply chain.

All JDE Peet's policies can be found on our [website](#).



OUR PATHWAY TO CONTINUOUS IMPROVEMENT

In 2025, we strengthened our green-coffee Supplier Sustainability Self-Assessment Forms (SAF) and introduced a third-party risk management tool to further enhance supplier due diligence, improving transparency, accountability, and proactive risk monitoring.

The SAF was refined to focus on three key areas aligned with the HREDD process:

- General assessment: evaluating policies & governance related to business ethics and due diligence.
- Origin-level assessment environmental practices & environmental management.
- Origin-level assessment human rights and social practices: assessing suppliers' approaches to human rights, labour conditions, and social responsibility.

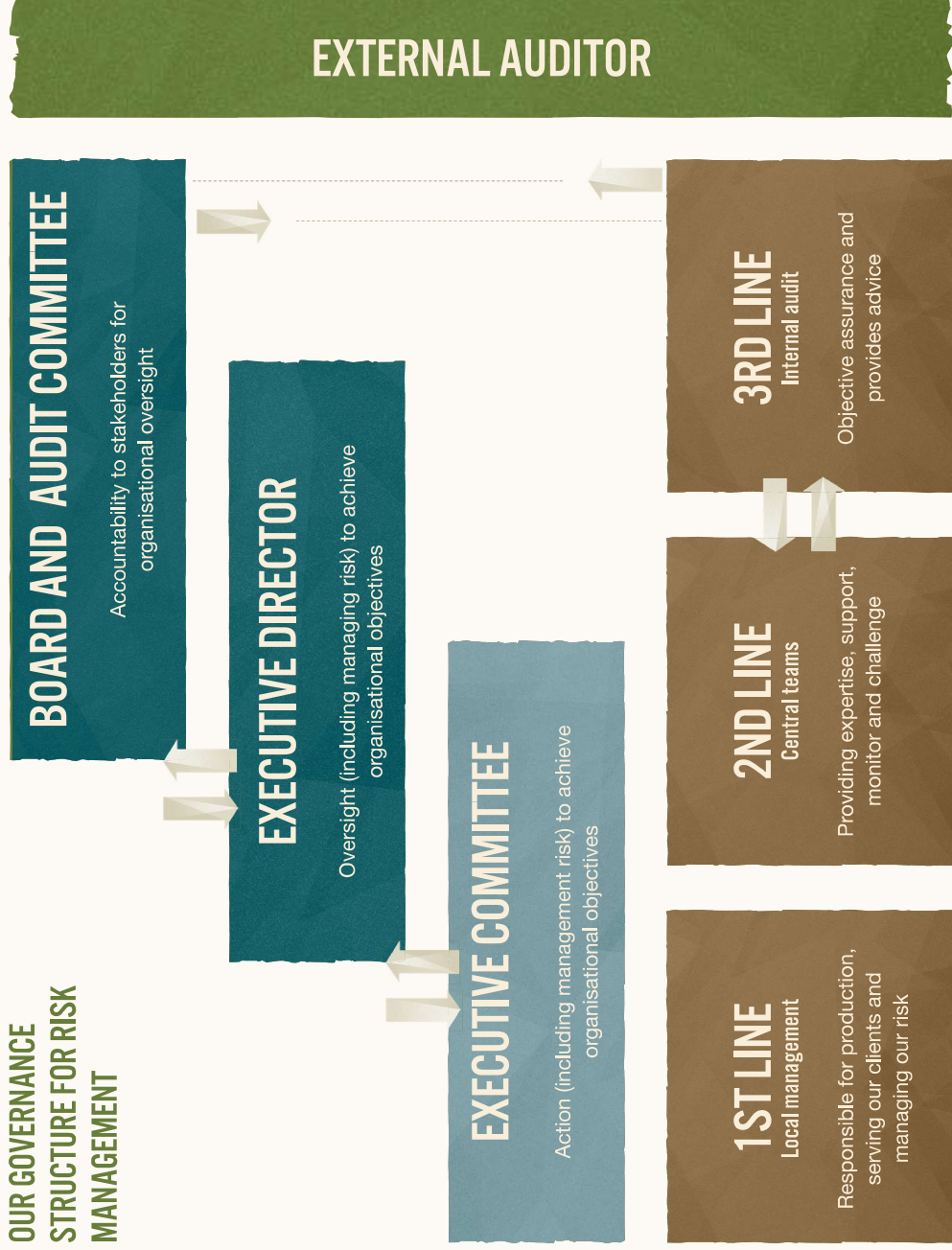


RISK GOVERNANCE & MANAGEMENT

As a global business, we implement various due diligence processes to prevent modern slavery and mitigate specific risks in our operations and supply chains. In addition to our Common Grounds programme, by adopting tailored approaches, we can combat diverse human rights risks across our value chain, tackling issues such as child labour, forced labour, workers' rights and duties and safe working conditions. Our risk management is based on several factors, including geographical human rights risk indices, level of supply chain control, external governance factors and political stability.

We conduct ongoing risk assessments throughout the year using horizon scanning, threat development and reviews of mitigation effectiveness. Sustainability-related material topics, along with their associated risks, impacts and opportunities, have been integrated into the company's overall risk profile and detailed Enterprise Risk overview.

OUR GOVERNANCE STRUCTURE FOR RISK MANAGEMENT



In alignment with the best practices outlined in the Dutch Corporate Governance Code, we apply the Three Lines Model to risk governance.

RISK GOVERNANCE & MANAGEMENT

ADDRESSING RISKS BEYOND OUR VALUE CHAIN

As a corporate organisation we must recognise our limitations in preventing certain risks within the global coffee supply base. At the same time, we have integrated human rights topics into governance and risk management to drive accountability and transparency within our supply chain. We have also implemented programmes through Common Grounds that go beyond our own suppliers to address regional and country specific issues.

Our HREDD framework embeds this approach into our business and helps us prioritise and address human rights issues, like modern slavery, by working with partners to create impact.



HUMAN RIGHTS RISKS

Freely chosen employment – All forms of involuntary labour and any form of modern slavery are prohibited.

Child labour and young workers – The use of child labour is prohibited.

Freedom of association and collective bargaining – We respect employee's legal rights to freedom of association and collective bargaining.

Regular employment status – Work must be based on a recognised employment relationship, with no exploitative use of fixed-term contracts, subcontracting, or apprenticeships.

Wages and benefits – We ensure that our employees receive wages and benefits that meet, at a minimum, relevant national legal standards.

Humane treatment – All employees are to be treated with respect and dignity.

Diversity, equality & inclusion – We aim to create a future that embraces everyone, embedding DE&I in all we do, not tolerating discrimination of any kind.

Working conditions – We provide a safe, healthy working environment where employees can thrive, taking steps to prevent accidents & ensure everyone is trained to work safely.

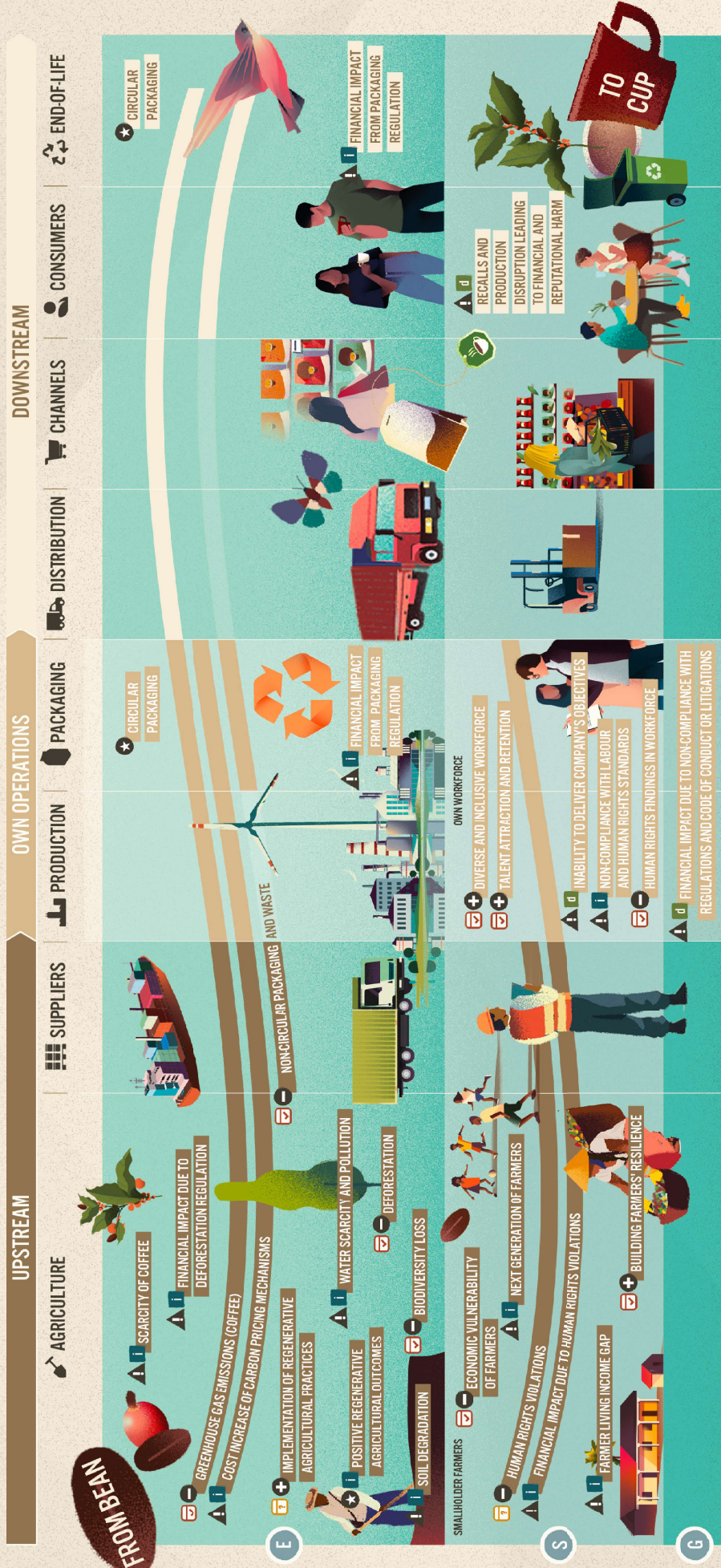
Land rights - We respect the rights of all communities connected to our operations and supply chain, including Indigenous peoples, and ensure land and property decisions follow principles of free, prior, and informed consent while supporting their sustainable development.

Data privacy - We respect the data-privacy rights of all employees, consumers, customers, suppliers, and stakeholders, ensuring their information is protected in line with applicable laws and our internal policies.

VALUE CHAIN AND SUPPLIER TYPES

	COFFEE	NON COFFEE	OWN
Freely chosen employment	☘	☘	☘
Child labour and young workers	☘	☘	☘
Freedom of association and collective bargaining	☘	☘	☘
Regular employment status	☘	☘	☘
Wages and benefits	☘	☘	☘
Humane treatment	☘	☘	☘
Diversity, equality & inclusion	☘	☘	☘
Working conditions	☘	☘	☘
Land rights	☘	☘	☘
Data privacy	☘	☘	☘

IMPACTS, RISKS AND OPPORTUNITIES IN THE VALUE CHAIN



OUR APPROACH TO CREATING IMPACT

Through our Responsible Sourcing pillar, we're enabling access to a more ethical and sustainable supply chain by empowering smallholder farmers and removing environmental pressures.

We have adopted a project-based approach, grounded in our **Assess, Address, Progress** process, to move beyond auditing and drive action at a local level. By collaborating with regional partners, we target source issues – such as changing cultural norms – to build long-term capabilities that support the needs and rights of farming communities.

1 ASSESS

Apply third-party assessments to map our supply chain, consult publicly available data to review our exposure and engage our suppliers in self-assessments on responsible business practices.

2 ADDRESS

Establish multi-year farmer programmes to improve practices and increase adoption across the relevant focus areas.

3 PROGRESS

Measure impact of our farmer programmes by sharing and learning from the insights of the interventions.



Our Assess, Address, Progress approach, central to our Human Rights and Environmental Due Diligence (HREDD) framework, enables us to take action to prevent or mitigate negative impacts on people and the environment in our supply chain.

RESPONSIBLE SOURCING STRATEGY

The foundation of our Responsible Sourcing strategy is our Coffee Responsible Sourcing Principles, focusing on three pillars: Sustainability of Land, Equality of People, and Prosperity of Farmers.

Sustainability of Land:

- Climate & nature
- Soil fertility & conservation
- Water management & saving

Equality of People:

- Gender & youth equality
- Child labour
- Working conditions

Prosperity of Farmers:

- Farm management & farmer participation
- Yield improvement
- Income diversification

2025 marks a pivotal step forward in how we define and measure “Responsible Sourced” green coffee at JDE Peet’s. While our commitment to the highest standards remains unchanged, we have strengthened our approach to reflect the growing importance of HREDD processes throughout our supply chain.

Previously, our Responsible Sourced target (see page 12) focused on the proportion of coffee certified and verified by industry-recognised schemes, schemes that continue to play an important role in driving sector-wide progress. Today, our Responsible Sourced target is directly linked to our due diligence processes, in line with the OECD Guidelines for Responsible Business Conduct and evolving regulatory requirements.



CREATING IMPACT AT A GLOBAL SCALE



76
ACTIVE PROJECTS WITH SMALLHOLDER FARMERS

22
COUNTRIES

1M
BENEFICIARY SMALLHOLDER FARMERS SINCE 2015

ADDRESSING HUMAN RIGHTS RISKS THROUGH EQUALITY OF PEOPLE:

- WORKING CONDITIONS
- GENDER & YOUTH INCLUSIVITY
- CHILD LABOUR

ASSESS, ADDRESS, PROGRESS IN ACTION

STRENGTHENING CHILD PROTECTION

We're collaborating to improve the prevention, monitoring, identification and remediation of child rights violations on coffee farms in the Masaka region.

📍 UGANDA



Working with local partners to provide capacity building to smallholder farmers, farmer project in Uganda, 2019.

2,000

CHILDREN TO BE ENROLLED

ChildFund
International



Terre des hommes
Helping children worldwide.

ASSESS

Starting in 2025, in Uganda we work with farmers to produce two coffee types: Robusta and Arabica. For both types, over half of farmers report bringing their children with them to help. There is about a 10% risk of these children missing school as a result.



ADDRESS

Working with Terre des hommes, we have helped develop a community-based **Child Rights Monitoring and Remediation System (CRMRS)**, designed to improve children protection in Masaka.

Through the CRMRS, children at risk or exposed to child labour and other forms of abuse are effectively identified, allowing relevant service providers to provide timely responses (as part of the local child protection system).

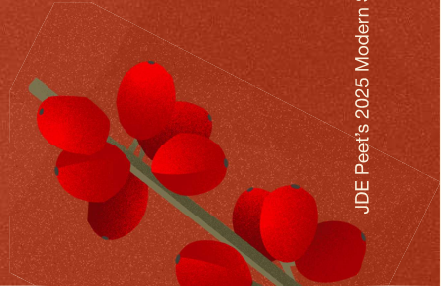
PROGRESS

Coffee farmers contribute structurally to a community child protection fund, which serves as an emergency resource for specific child protection cases.

Committee members raise awareness of child rights and related topics to help shift community norms. They monitor coffee farms through individual household visits and refer identified child protection cases safely to social workers. These cases are anonymised and reported to national institutions, as well as to participating coffee companies.

IMPACT & PROGRESS, POWERED BY PARTNERSHIPS

We work closely with a variety of partners and industry wide bodies to collaborate and innovate together. Our partnerships include NGOs, such as the International Labour Organisation (ILO), CARE International, UNICEF, Verité, World Vision, alongside governmental bodies and industry peers, like Expotadora Guaxupé. These strategic partnerships also help us identify systemic risks in complex origin countries.



Actively involved in a sector initiative led by the Global Coffee Platform, IDH and Solidaridad

The partnership followed a 2024 study on value distribution in the coffee industry

In parallel, we partnered with Wageningen University & Research to study the coffee sector's role in achieving a living income, leveraging the extensive farmer data we have gathered through thousands of farm assessments. JDE Peet's aims to deepen understanding of how the coffee & non coffee sector stakeholders can support a living income.



JDE Peet's Participated in Ethical Tea Partnership & UNICEF 'Improving Lives' programme

Covering 205 tea estates in India, impacting 300,000 community members

We worked with other tea organisations to support the programme implementation, focusing on tackling systemic changes for children and women in the community. This initiative included supporting individuals with economic empowerment and social protection awareness, improving their daily life quality and reducing human rights risks.



Building on the success of the Café Alliance programme, we continue to partner with TechnoServe in 2025

Reaching 12,500 farmers in San Martín and Huanuco regions, Peru

The goal of the 4-year (2025-2029) programme is to improve the productivity and income of 12,500 smallholder coffee farmers in the San Martín and Huánuco regions. By promoting regenerative agricultural practices, forest conservation, and access to formal markets, the project seeks to ensure a high-quality coffee supply while strengthening the resilience of farming communities.



UPSKILLING OUR OWN EMPLOYEES



Providing bespoke, accessible training is a crucial part of how we combat modern slavery risks, ensuring that our employees maintain our high standards for improving livelihoods.

We ensure that all employees receive training on human rights awareness every two years (at a minimum). In 2024, we launched our global Human Rights Due Diligence e-Learning, which focused on our responsible sourcing standards, helping us mitigate risks across our business and supply chain.

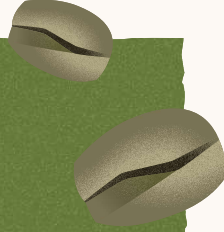
This training is mandatory for all employees, including our Executive Committee and members of our Board (training is included as part of their induction). Employees involved in due diligence processes – including teams across Coffee and Tea Sourcing, Sustainability, HR and Operations – receive targeted training to improve decision-making.

Upskilling is supported by general awareness communications for JDE Peet's codes and policies.

OUR PATHWAY TO CONTINUOUS IMPROVEMENT

We aim to engage leadership positions as much as possible on the topic of human rights. In late 2023, we launched an initial leadership briefing, followed by an in-depth awareness session for senior leaders in 2024.

Our Human Rights Due Diligence e-learning, introduced in 2024, remains available to all employees. It explains our due diligence framework and Standard Operating Procedures (SOPs) for green coffee sourcing, procurement, and own operations. By the end of 2025, 91% of employees completed the training.



91%
EMPLOYEES TOOK PART IN OUR HUMAN RIGHTS DUE DILIGENCE E-LEARNING

1
INCIDENT OF SEVERE HUMAN RIGHTS BREACHES WITHIN OWN WORKFORCE



MALAYSIA: A CASE STUDY THAT SHAPED US

In Malaysia, a worker spoke up in 2024. Their courage revealed that many foreign colleagues lacked valid work permits and passports. For them, this wasn't paperwork, it was security, freedom, and peace of mind.

We acted fast: we engaged an external agency, strengthened controls, and kept workers informed every step of the way. By December 2024, renewals were underway, and processing continued into 2025. That case didn't just change procedures;

it confirmed why human rights in our own workforce became a material topic in 2025. It proved that our grievance mechanisms work, and that when someone speaks up, we listen.

In 2025, a routine social audit conducted at one of our manufacturing sites in Malaysia identified a nonconformity classified as business-critical under the applicable Sedex SMETA audit methodology, related to the retention of migrant workers' identity

documents by a third-party labour provider. In line with SMETA requirements, a corrective action plan (CAP) was formally requested from the labour provider through our direct supplier. However, no response or remediation proposal was received. In light of the lack of engagement and pending corrective action, the supplier subsequently decided to discontinue the engagement.

SPEAK UP FOR CHANGE

Our 24/7 Speak Up policy, available in multiple languages, serves as JDE Peet's global grievance mechanism, enabling employees, farmers and third-party workers to safely and anonymously report suspected exploitation or human rights violations. Speak Up serves as part of our remediation process, allowing us to identify and respond to any non-compliance.

Concerns can be raised with an independent third-party provider, accessible via:

- An online portal on our website
- Phone through country-specific toll-free numbers
- Email through a dedicated compliance address for direct reports or guidance.



Australian cafe serving Campos coffee, 2024

OUR PATHWAY TO CONTINUOUS IMPROVEMENT

The journey started in 2023. We issued our Human Rights SOP, briefed senior leaders and rolled out our Human Rights Due Diligence programme across our manufacturing sites by completing self-assessment questionnaires (SAQ) and conducting preliminary risk assessment.

At the end of 2024, we moved from planning to action. We rolled out SMETA 4-Pillar audit scheduling across all manufacturing sites. By the end of 2025, we had conducted 31 audits, meaning 84% of our manufacturing sites have been audited and 11% of sites meeting compliance criteria.

Looking forward we will move from scoping to risk assessment and SOP adaptation for our cafés & restaurants.



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MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

UNITED KINGDOM & AUSTRALIA

