

BOOKER GROUP LIMITED

MODERN SLAVERY STATEMENT (Year 2025/26)

Introduction & Purpose:

This Modern Slavery and Human Trafficking Statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 for the financial year ending **1 March 2026**. It outlines the steps taken by Booker Group Limited and its core group companies (“**Booker**”) to prevent modern slavery and human trafficking in its business and supply chains. We recognise that modern slavery – including slavery, servitude, forced or compulsory labour, and human trafficking – is a pervasive global issue that can affect any industry or region. As a UK-based organization with a global footprint and a high public profile, we are committed to driving high standards of transparency and ethical conduct. In line with the UK Government’s revised statutory guidance (2025), our approach goes beyond basic legal compliance to meet the *spirit* of the law: we place **victims at the centre** of our response and align closely with international best practices. This includes a focus on continuous improvement, stakeholder engagement, and adherence to frameworks like the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Due Diligence Guidance for Responsible Business Conduct.

The statement addresses each of the six key reporting areas suggested under Section 54(5) of the Modern Slavery Act 2015: **(1)** our organisational structure, business, and supply chains; **(2)** our policies in relation to slavery and human trafficking; **(3)** our risk assessment and management; **(4)** our due diligence processes **(5)** the effectiveness of our measures (using key performance indicators); and **(6)** our training on modern slavery. Throughout, we maintain a professional, transparent tone consistent with our Environmental, Social, and Governance (ESG) commitments, openly acknowledging challenges and progress.

Key Elements of Our Approach:

- **Victim-Centred Approach:** We prioritise the wellbeing of survivors in all remediation efforts, avoiding any knee-jerk actions that might cause further harm. Our response to incidents puts the needs of affected individuals first.
 - **Continuous Improvement:** We demonstrate year-on-year progress by building on past actions and increasing the scope and depth of our anti-slavery measures over time. Each annual statement reflects on improvements and sets higher targets to raise our standard of practice.
 - **Stakeholder Engagement:** We collaborate with a range of internal and external stakeholders – including workers, industry peers and Unseen – to strengthen our anti-slavery initiatives. Engaging stakeholders helps us gain insight, share best practices, and coordinate efforts for greater impact.
 - **Global Standards Alignment:** We align our company policies and due diligence practices with international standards (such as the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance) to reinforce our human rights commitments. This ensures our approach meets globally recognised benchmarks and expectations.
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1. Our Organisation, Structure, and Supply Chains

Organisational Overview:

Booker is a market leading wholesale provider in the UK serving c.1 million customers across the UK through its national network of distribution centres, cash and carry branches and Best Food Logistics sites with customers collecting their products from the local branch or receiving deliveries direct to their business door.

Booker is part of the Tesco Stores Limited group of companies, but we publish our modern slavery statement independently to address our specific operational context. The companies covered by this modern slavery statement includes Booker Limited, Booker Retail Partners (GB) Limited, Booker Direct Limited trading both in its own name and Best Food Logistics, Makro Self Service Wholesalers Limited, and Venus Wine and Spirit Merchants Limited.

With approximately 15,280 employees across Booker, we operate over 180 cash and carry branches, eight distribution centres along with further sites specific to Best Food Logistics and Venus Wine and Spirit Merchants as well as six support centre locations across the UK.

The Booker Group comprises five core business areas:-

- **Foodservice** – our Booker/Makro cash and carry branches serve and support a variety of Foodservice customers including independent pubs, restaurants, hotels, fast food outlets, licensed premises and cost centre caterers. These can vary from independent single site locations to larger multiple site locations. This offering has now been enhanced with the addition of Venus Wine and Spirits Merchants, our wine and spirits specialist supplier;
- **Independent retailers** - we serve our retail club members (e.g. independent retailers who are members of the Booker promotional club which focuses on securing consumer offers) and unaffiliated independents. Our largest retail customers tend to be our Premier, Londis, Budgens and Family Shopper symbol group members which are all independent retailers operating local convenience shops stocking branded and Booker own brand products;
- **Group Customers and National Retail Chains** – we partner with a number of large customers which draw upon one or more of the Booker, Makro, Venus, Booker Retail Partners and Booker Direct infrastructures; and
- **Booker Direct** – Booker Direct serves national accounts, with customers including UK cinema chains and the prison service in England and Wales. Our Best Food Logistics division provides warehousing and distribution services to several major casual dining and quick service restaurant chains.
- **Venus Wine and Spirit Merchants** serves the on trade, specialising in wholesaling alcohol to pubs, clubs and restaurants.

We have a comprehensive network of suppliers providing us with both branded and own-label products. While a significant portion of our supply base is in the UK, we maintain a global supply network to meet our diverse operational needs. Our own-label products alone are sourced from 34 different countries across the world.

We differentiate between our primary supply chains (goods for resale ‘GFR’) and secondary supply chains (goods and services not for resale, and services like logistics, cleaning, etc. (‘GSNFR’)).

Supply Chain Structure & Mapping: We have mapped our tier-1 (direct) own-label suppliers and are working to map tier-2 own-label produce suppliers to improve transparency. The Company

acknowledges the complexity of its multi-tiered supply chains and the challenges this poses for visibility. Accordingly, we invest in reputable data systems and work with third-party platforms (e.g., Sedex, the industry leading ethical data exchange platform) to trace the origin of raw materials and the labour involved in producing our products.

Roles and Responsibility: The Board of Directors has ultimate oversight of modern slavery risk management. This statement has been reviewed and approved at Board level to ensure top-level accountability. Day to day, the legal team coordinates our anti-slavery program, supported by a cross-functional working group with representatives from Legal, HR, Security, and Technical. The Technical team deal with non-compliances arising out of any SMETA audits – these get reported through to the Board separately. The legal team also works closely with the Tesco Human Rights team and charities/non-governmental organisations (NGOs) specialising in this sector. Clear governance structures are in place to escalate any modern slavery concerns to senior leadership in a timely manner.

Organisational Context: We operate in sectors that are known to have elevated modern slavery risks (for instance, food production, agriculture, and logistics are commonly cited as higher-risk industries). Being a prominent brand, we understand that stakeholders – from consumers and investors to charities, community groups and other interested organisations – closely scrutinise our efforts in this area. This heightens our responsibility to be active on Environmental, Social and Governance (ESG) issues and to avoid any complicity in labour abuses, knowing that inaction or poor reporting could damage our reputation and stakeholder trust. Therefore, we frame our modern slavery response not as a checklist exercise, but as an integral part of our corporate responsibility and risk management strategy. We also acknowledge that absolute absence of risk can never be guaranteed in complex supply chains; instead, we commit to robust ongoing diligence and improvement, and to transparently report both our progress and our challenges.

2. Policies Relating to Modern Slavery and Human Trafficking

We have a comprehensive suite of policies and codes in place that underpin our approach to preventing modern slavery and upholding human rights. These policies are regularly reviewed and approved by senior management, communicated to all employees, and shared with relevant business partners. Key policies include:

- **Code of Business Conduct:** Our Code of Conduct sets the tone from the top, affirming our values of *respect, dignity, and fair treatment*. It explicitly prohibits all forms of forced labour, child labour, human trafficking, and related exploitation in our own operations and our supply chain. The Code embeds our commitment to ethical business practices and human rights, requiring all colleagues and business partners to act with integrity and in compliance with applicable laws. It also references our adherence to internationally recognised standards (such as the UN Universal Declaration of Human Rights and ILO Core Conventions), emphasizing that we must not cause or contribute to human rights abuses.
- **Compliance and Ethical Trading:** As part of our new supplier due diligence process, all suppliers are required to demonstrate that they have modern slavery policies in place and adhere to the Ethical Trading Initiative (ETI) base code. Tier 1 sites (primary own-label supplier sites) are required to link to Booker through Sedex, a platform through which they can share data on their workforce and working conditions, as well as audit records, giving us full visibility of their human rights audit performance. Where non-compliances are found, suppliers are expected to take corrective actions, and we work with them on time-bound remediation plans.

- **Whistleblowing (“Speak Up”) Policy:** We encourage all employees (and our suppliers’ workers) to report any suspicions of wrongdoing, including human rights or modern slavery concerns, without fear of retaliation. We provide a confidential whistleblowing hotline (available 24/7 in multiple languages) managed by an independent third party. Reports can be made anonymously. All concerns raised are taken seriously and investigated in line with our Group investigation procedures. Notably, we have extended access to this hotline (the “*Protector Line*”) to workers in our supply chain, enabling suppliers’ staff to report issues directly to us.
- **Anti-Bullying, Harassment and Discrimination Policy:** This policy supports our commitment to a safe, inclusive workplace free from harassment or abuse. It explicitly covers the prohibition of any form of forced labour or exploitation as unacceptable behaviour. Managers are trained to identify and handle complaints sensitively (including those that might indicate modern slavery risks among our workforce or contractors). Any violation of this policy by an employee or contractor is treated as a serious disciplinary matter.
- **Right-to-Work in the UK Policy:** We adhere to robust recruitment practices to prevent involuntary labour. All employees must have a legal right to work in the UK (or relevant country of operation), and we verify identity documents and credentials for each new hire.
- **Modern Slavery Policy:** In addition to this annual Statement, we have an internal Modern Slavery Policy that reinforces our zero-tolerance stance towards modern slavery in any part of our business or supply chain. It provides guidance to employees on how to spot signs of potential modern slavery (such as poor working or living conditions, restriction of movement or withheld identity documents) and the steps to take if any concerns arise. This policy is part of our effort to foster a vigilant and informed workforce. We underscore that any form of modern slavery is a violation of our values and will result in immediate action. Whenever possible, our response will prioritise the safety and wellbeing of any potential victims involved (consistent with a victim-centred approach). Employees are encouraged to proactively engage with this issue and report concerns, knowing they will be supported and protected.

All these policies are available to colleagues (e.g., via our intranet) and key requirements under our due diligence process are communicated directly with suppliers as part of the onboarding process and are renewed at least every three years (or annually where considered ‘high risk’). We reinforce policy awareness through regular training and internal communications (see Section 6 on Training). Together, these policies create a strong framework that helps embed a culture of ethical conduct and respect for human rights throughout the organization and our value chain.

Alignment with International Standards: Underpinning our policies are several international standards and principles. As part of the Tesco Stores group, we draw on guidance from the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises to shape our due diligence approach. Tesco PLC is an active participant in the UN Global Compact, and Booker aligns with the relevant Tesco Group policies and commitments, including the UN Global Compact principles. By aligning our internal policies with international standards, we aim to reinforce that our commitments are not only legal obligations but also moral and professional imperatives consistent with global best practice.

3. Risk Assessment and Management

We take a risk-based approach to identify and address areas of our business and supply chains that are most susceptible to modern slavery. We use a number of different risk assessment processes to refresh our understanding of evolving risks.

Risk Identification: For own-label GFR suppliers we base our risk assessment on the geographical risk, the nature of the workforce, and the level of visibility or control we have over a particular area of the business. For example:

- **Geographical Risks:** Certain countries and regions where we source products or materials have a higher prevalence of labour rights violations and weaker enforcement of employment laws. As part of our onboarding process, we use Tesco’s ‘Country Risk Rating List’ to monitor and manage risks appropriately. Suppliers operating in or sourcing from these higher-risk countries receive enhanced scrutiny, such as more frequent audits or additional due diligence during onboarding.
- **Business Partnership & Workforce Structure Risks:** We assess the nature of our workforce and supplier relationships. Indirect hiring through labour agencies or use of sub-contractors can reduce our direct visibility over employment practices. For our own operations, non-permanent workers (agency staff, contractors) and outsourced services are identified as higher risk, since exploitation is more common where labour is casual or provided via third parties. For example, we identified areas like construction and site services, warehouse temporary staff, and facilities management as higher risk, because these can involve low-paid, potentially transient workers hired through intermediaries.

To structure our assessment, we utilise a **risk matrix** that evaluates country risk. We also engage with industry initiatives and use tools (e.g., Sedex risk assessments, the “Food Network for Ethical Trade” risk ratings) to help pinpoint suppliers or supply chains with the highest risk profiles.

Risk Management and Mitigation: For each key risk area identified, we implement targeted mitigation measures. The following table illustrates our approach to managing several common risk scenarios in our operations and supply chains:

Key Area	Risk	Description of Risk	Mitigation Measures in Place
High-Risk Sourcing Countries		Certain own-label suppliers operate in countries with weaker employment law enforcement and a higher prevalence of forced labour. Workers in these regions may be vulnerable to exploitation in factories, farms, or mines.	• Prioritise these suppliers for independent ethical audits (e.g., SMETA audits) by accredited third parties. Our supplier’s will have to use Tesco approved auditors who have received upskill and modern slavery training from Tesco to enhance their auditing skills in verifying records transparency and included refresher training on anti-bribery and modern slavery issues. • Require high-risk suppliers to join platforms like Sedex (Supplier Ethical Data Exchange) for greater transparency and data sharing. • Vendor onboarding includes stringent due diligence checks for any red flags (e.g., adverse media reports, prior

		employment violations, sanctions listings). • Collaborate with certification schemes or standards (e.g., Fairtrade, Rainforest Alliance) for certain commodities to ensure improved employment practices at the source.
Labour Providers & Third-Party Contractors	The use of employment agencies or subcontractors (for example, in warehouses, logistics, or cleaning services) can pose risks if those agencies engage in unscrupulous practices (such as charging recruitment fees to workers or retaining identity documents).	• Train our relevant colleagues to spot signs of forced labour among agency staff (e.g., workers not in possession of their own ID/passport, or who appear coached).
Low-Skilled or Migrant Workers in Supply Chain	Suppliers in sectors like agriculture or food processing often rely on seasonal or migrant labour, who may be at higher risk of debt bondage or unfair conditions (such as excessive working hours or sub-minimum wages).	• Our supplier onboarding is designed to flag potential suppliers whose internal processes don't meet our minimum standards and serves to remind suppliers about the importance of responsible recruitment practices (e.g., ensuring no worker-paid fees, payment of the minimum wage and not requiring workers to work excessive hours). • Tesco has partnered with initiatives such as <i>Stronger Together</i> or the <i>Responsible Recruitment Toolkit</i> to provide training and resources to suppliers on preventing exploitation and implementing ethical recruitment. To the extent we share high-risk suppliers, these suppliers benefit from this training too. In addition to this, all our UK and ROI own-label GFR suppliers are required to complete Stronger Together training.
Raw Materials & Deeper Supply Chain	In the lower tiers of our own-label supply chain (e.g., raw material extraction or processing), we have less visibility, raising the risk of forced or child labour (for instance, in certain mining activities or in the harvesting of certain agricultural commodities).	• Require direct suppliers to cascade our standards to their subcontractors and suppliers ("flow-down" requirements). • Engage in multi-stakeholder industry programs focused on high-risk commodities (e.g., industry working groups on sustainable palm oil, ethical cocoa, tea) via Tesco to address root causes collaboratively and share best practices.

We maintain a documented tracker for modern slavery matters reported to the Legal Team which is reviewed by senior management.

Victim-Centred Response to Incidents: Despite our preventative efforts, we recognise the possibility that modern slavery could be found within our operations or supply chain. If we identify a potential case (for example, via an audit, a whistleblower report, or an incident reported in the media), our first priority is the safety and wellbeing of the potential victims. Ultimately the Tesco Group Ethical Audit team manages all ethical audit compliance. Our Legal team is immediately involved in modern slavery allegations and notifies relevant internal stakeholders as appropriate. Where needed, we engage the support of the Tesco Human Rights team and/or expert external organizations and law enforcement. For example, we may coordinate with the UK Modern Slavery Helpline, local NGOs, or the police to assist any impacted workers.

We had one allegation of modern slavery in our own operation this year relating to the working hours of agency staff. The case was investigated and responded to in accordance with the approach outlined above.

We have had 5 allegations of modern slavery in relation to our symbol stores. These cases have been investigated and responded to in accordance with the approach outlined above.

Embedding Risk Management in Business Processes: Modern slavery risk considerations have been embedded into various business processes to ensure a proactive stance. For instance, our onboarding process for new suppliers requires a new supplier to complete a Modern Slavery questionnaire, which includes questions such as: Does the supplier operate in high-risk countries or industries? Do they have their own Modern Slavery Statement or policy? Have they been subject to any allegations or violations? Depending on the results, we may require additional actions (such as an audit or improvement plan) before proceeding with the supplier. All suppliers also undergo D&B and reputational checks. Our standard supplier contracts include clauses requiring suppliers to comply with the Modern Slavery Act and the Tesco Human Rights policy, to implement similar due diligence with their subcontractors, and to grant us audit rights to verify compliance.

Fair and Ethical Practices: We also mitigate risk by managing our own commercial behaviour. We strive to treat suppliers fairly and build long-term relationships, so that our purchasing practices do not create undue pressure that could lead to employment abuses. This means, for example, we avoid last-minute order changes, unrealistic delivery deadlines, or excessive downward price pressures – actions that can inadvertently incentivise suppliers to cut corners or subcontract to unethical operators. We ensure timely payment to suppliers and realistic forecasting, helping them plan and maintain stable working conditions.

4. Due Diligence Processes

We have established thorough due diligence processes to prevent and detect modern slavery within our operations and supply chains. These processes are designed in line with international best practices (such as the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance), which emphasise identifying actual and potential human rights impacts, integrating findings into operations, taking appropriate action, and tracking outcomes. Key components of our due diligence approach include:

- **Supplier Screening and Onboarding:** Before engaging any new supplier or contractor, we conduct risk-based due diligence. This requires the supplier to complete a detailed self-assessment questionnaire covering work practices and human rights, reviewing their own Modern Slavery Statement (if they are legally required to have one), and checking for any past incidents of employment violations or negative media coverage. We assess their

employment standards track record. High-risk suppliers are interviewed or visited by our technical team as part of the onboarding. We only proceed with suppliers that meet our standards or that commit to timely corrective action for any identified gaps.

- **Contractual Controls:** We include specific obligations in our contracts with suppliers aimed at preventing modern slavery. These clauses require the supplier to comply with all applicable anti-slavery and human trafficking laws (including the Modern Slavery Act). Suppliers must also ensure that their own subcontractors and suppliers uphold similar standards (a “flow-down” requirement). Our contracts grant us the right to audit the supplier’s facilities and practices with respect to working standards, and require suppliers to cooperate with any such audits or inquiries. We reserve the right to terminate the contract for non-compliance with anti-slavery requirements. While we enforce these contractual rights, our approach is to work with suppliers on remediation first (as described in Section 3) unless circumstances demand immediate termination.
- **Audits and Assessments:** We maintain an audit program targeting suppliers and facilities with elevated risk profiles. Audits are typically conducted by independent third-party auditors and for FY27 we are moving towards having them conducted by Tesco approved auditors. They include confidential worker interviews, document reviews (e.g., wage records, working hours, age verification records), health and safety checks, and visual inspections for any indicators of poor labour practices. When non-compliances are found, we require suppliers to implement a corrective action plan, and we follow up to verify that issues are resolved. We prioritise re-auditing any location with critical findings or where serious issues were uncovered. In addition to formal audits, our procurement and technical teams make regular site visits to key suppliers.
- **Sedex and Collaboration:** We are a member of Sedex (Supplier Ethical Data Exchange), and we mandate that all our primary own-label product suppliers also join Sedex and link with us on the platform. This allows us to review their self-assessment information and any available ethical audit reports. Sedex’s risk analysis tools also help highlight suppliers or regions that may need closer attention.
- **Employee Recruitment and HR Practices:** Within our own operations, our Human Resources department ensures stringent recruitment and employment practices. This includes verifying each employee’s identity and right-to-work documents, conducting reference and background checks where appropriate, and ensuring that all colleagues are employed of their own free will under fair terms. We do not charge fees for employment. We also monitor working hours, wages, and working conditions in our facilities to ensure they meet or exceed legal requirements and our internal standards. Regular internal audits, employee surveys, and worker feedback sessions help us verify that our workplaces are free of exploitation and undue risk.
- **Whistleblowing and Grievance Mechanisms:** As noted in Section 2, our *Speak Up* whistleblowing mechanism serves as an early warning system for unethical practices. We have actively communicated this channel not just to our employees but also to our suppliers and their workers. We ensure that all reports are reviewed swiftly by our People Team. In the past year, we received four reports related to labour practices via this channel. Each report was investigated thoroughly and where necessary, appropriate action taken. We consider even unsubstantiated reports valuable, as they often highlight areas of concern or opportunities for better communication and monitoring.

- Collaborating with External Experts:** We recognise that tackling deep-rooted labour issues can benefit from external expertise. Via our Tesco parent, we engage with non-governmental organizations (NGOs), industry bodies, and consultants for guidance on strengthening our programs. We have worked with Unseen (which runs the Modern Slavery Helpline) to review our remediation procedures to ensure they are survivor-centred and effective. Tesco participates in multi-stakeholder initiatives such as the Ethical Trading Initiative. This enables us, as part of the Tesco Group, to benchmark our practices, stay informed about emerging risks, and contribute to collective action. These collaborations provide us with insights that we may not have in-house and help us align with leading practice in the field.

Throughout our due diligence activities, we emphasise a **continuous improvement ethos**. We not only check for compliance but also encourage and support our suppliers in making lasting improvements. We document our findings and use them to update our risk assessments (see Section 3) and to refine our policies and contract requirements (Sections 2 and 3) as needed. This feedback loop ensures that our due diligence is dynamic and responsive to new information.

5. Effectiveness of our Measures (Impact and Monitoring)

We will continue to report annually within this statement on the below additional metrics and measures of success.

Measure	Status	Progress/Target
Retrospective Suppliers Risk-Assessed	Risk assessment of existing GSNFR suppliers is still in progress for all businesses, except for Venus*.	<i>Target:</i> we are aiming to get the remaining existing GSNFR suppliers risk assessed by end of FY27, *with the Venus supplier retro risk assessments starting in FY27.
Ethical Audits Conducted (high-risk supplier sites)	All Tier-1 high-risk own-label sites audits are tracked and have either been audited or are due to be audited.	<i>Target:</i> Increase audit coverage to include key Tier-2 own-label produce supplier sites next year (from FY28), after which we will be targeting own-label meat suppliers.
Whistleblower Reports Received (related to labour)	4 reports related to labour practices	<i>Goal:</i> Continue to promote these channels; all reports are investigated and addressed.
Employee Training Completion (Modern Slavery)	2178 relevant colleagues completed modern slavery training	Venus colleagues to start completing the same modern slavery training as the remaining Booker colleagues.
Incidents of Modern Slavery Identified and successfully remediated	2	<i>Goal:</i> To continue to investigate allegations of modern slavery where appropriate and we have the right to do so.

6. Training

Ensuring that our employees and partners are educated about modern slavery is critical to an effective response. We have implemented comprehensive **training programs** to raise

awareness, equip people to spot red flags, and ensure the right actions are taken when concerns arise.

- **Employee Training:** We provide regular training on modern slavery to staff at multiple levels of the organization:
 - *Induction Training:* All new employees receive basic training on our Code of Conduct and Modern Slavery, which includes an overview of what modern slavery is, why it is an important issue, and the responsibility of all staff to report any concerns. This is delivered via an e-learning module as part of new hire orientation (to be completed within the first week of employment).
 - *Annual Compliance Training:* Each year, all relevant employees* must complete a refresher e-learning course on modern slavery and human trafficking. In straightforward language, it explains how to recognise potential signs of exploitation (e.g., workers showing signs of fear or control, unexplained deductions in pay) and recaps the mechanisms for reporting concerns. *Relevant Venus employees will be aligning their modern slavery training to the rest of Booker in Year 2026/27.

7. Continuous Improvement and Future Commitments

Tackling modern slavery is an ongoing journey. We are committed to continuously improving our practices year over year, learning from experience, stakeholder feedback, and emerging best practices. This section reflects on progress made since our last statement and outlines our key priorities for the coming year.

Progress Since Last Year:

In our previous Modern Slavery Statement (for Year 2024/25), we set out several specific commitments. The following is an overview of those commitments and the progress we have made:

- **Open up Protector Line to supply chain: Achieved.** We extended our confidential whistleblowing hotline to workers throughout our supply chain. Multi-language versions have been distributed to our own-label suppliers.
- **Retrospective due diligence on GSNFR existing suppliers, excluding Venus: In Progress.** We began a comprehensive review of all long-standing suppliers to update their risk assessments – we are making good progress. We plan to complete the risk-assessments of the remaining GSNFR suppliers in the coming year and commence them for Venus in FY27.
- **Supplier training:** those suppliers we share with Tesco and who operate in high-risk industries within both the GFR and GSNFR spheres now complete ‘Stronger Together’ training. 18.5% of our own-label UK and ROI suppliers have completed Stronger Together training.
- **Enhanced human rights due diligence in collaboration with the wider Tesco group: In Progress.** This has been completed for all our own-label GFR suppliers.

Future Plans (Year 2026/27:

Looking ahead to the upcoming financial year, we will advance our anti-slavery efforts through the following key initiatives:

- **Protector Line:** start to distribute multi-language “Speak Up” materials to our remaining suppliers.
- **Complete Supplier Risk-Assessments:** We will **continue and complete the due diligence** for the remaining GSNFR suppliers that have yet to be assessed. Our goal is to finalise this comprehensive review by the end of the year. *We will commence retrospective risk assessments for Venus GSNFR suppliers in FY27. Once the retro work

has been completed on the GSNFR suppliers, we will roll it out to our GFR suppliers (FY28).

- **Roll out of Tesco Group Human Rights Blueprint to our remaining suppliers:** the minimum supplier requirements will be incorporated into all our new supplier contracts and notified to our existing suppliers.
- **Mapping of tier-2 own-label produce and meat suppliers:** once we have completed mapping the own-label produce suppliers, we will start mapping our tier-2 own-label meat suppliers.
- We will start to consider more closely the **labour supply chain** – understanding how workers are recruited (directly or via agencies) at various stages of our operations and supply chains, so that we can identify any points of vulnerability (such as reliance on labour brokers or migrant workers). In the first instance this will involve suppliers providing labour or services into our own operations.
- **Rollout of new Human Rights training** – we are introducing new Human Rights training for relevant colleagues in FY27 over and above the current Modern Slavery training that is currently completed.
- **Continue supporting and promoting Unseen and the Modern Slavery & Exploitation Helpline:** we are excited to be collaborating with Unseen and will continue to work closely with them in 2026/27.

This statement has been approved by the Board of Directors.

Signed by:

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Andrew Yaxley
Chief Executive
Booker Group Limited
Date: 26 August 2026

Booker Limited
Booker Direct Limited (t/a Best Food Logistics)
Makro Self Service Wholesalers Limited
Booker Retail Partners (GB) Limited
Venus Wine and Spirit Merchants Limited