

*Karlstad, Sweden, June 2025*

## Modern Slavery Act Transparency Statement

We take a stand against human trafficking and slavery. Our positions can be found in our Code of Conduct. We recognise our responsibility to uphold ethical labour practices and continuously improve our efforts to combat these issues.

This statement has been approved by the Board and is published in accordance with Section 54 of the UK Modern Slavery Act 2015.

### Company structure and supply chains

Löfbergs is one of the Nordic region's biggest family-owned coffee businesses, with headquarters and two main coffee roasteries in Karlstad, Sweden. Löfbergs also has two roasteries in Viborg, Denmark and Riga, Latvia. Löfbergs operate in ten core markets in northern Europe under the brands Löfbergs, Peter Larsen Kaffe and Kobbs, with market companies in Norway, UK, Denmark, Sweden, Finland, Estonia, Latvia and Lithuania.

Löfbergs purchase and import most of its green coffee directly from countries of origin. During the financial year of 2024 we purchased 34 900 tons of green coffee from 11 coffee producing countries in Central- and South America, East Africa and Asia. Packaging materials and other production inputs are mainly sourced from Europe.

### Policies

We have implemented the following policies to prevent modern slavery:

- **Supplier Code of Conducts** - (food and non-foods), requires all suppliers to adhere to ethical labour standards. Based on the UN Global Compact's ten principles, the ILO's core conventions and our own guidelines for business ethics and the environment.
- **Code of Conduct** – applies to all coworkers in the group and sets the guidelines for how we should behave in an ethically, socially and environmentally responsible way.

- **Whistleblower Policy** - makes it possible for employees, customers and suppliers of Löfbergs to anonymously report any serious and sensitive concerns.
- **Purchasing Policy** – sets the standard for responsible purchases and applies to all purchases of goods and services within the Group.

## Due diligence

The most salient risks regarding violation of human rights identified in our supply chain are all connected to our suppliers of coffee: working conditions for migrant workers, child labour, slavery, health hazards connected to pesticide and chemical fertilizers, as well as how the climate changes are affecting coffee farmers livelihoods and financial stability. Our long experience and deep understanding have guided us in the establishment of our process for due diligence of human rights and environment, and strategic and responsible sourcing.

We manage risks by purchasing our coffee directly from the producing countries with as few intermediaries as possible, often only one to three between us and the individual farmer. We travel regularly to the coffee producing countries and aim for long term relationships, and have a systematic way of assessing new, and evaluating current, suppliers both when it comes to coffee as well as other products we source. In addition, we primarily buy green coffee from farms that are certified or verified sustainable, which means that a third or second party have done an audit of the supplier.

A vital part of the due diligence process is also to gather data from our purchases that allows us to have full traceability to the farmer who grew the coffee. The due diligence process has the aim to strengthen our positive impact in supply chain while mitigating risks and adverse effects.

## Training and awareness

All our employees are trained in our Code of Conduct through an e-learning, which is also included in our introduction training for all new employees. In 2025, one employee in a strategic role completed a course in Corporate Due Diligence & Human Rights, delivered by CSR Sweden. This training contributes to our broader efforts to build internal knowledge and strengthen our capacity to identify and address risks related to modern slavery and human rights violations.

To further enhance our preparedness, we will carry out a mapping of internal competencies related to modern slavery during 2025. This initiative aims to identify existing knowledge gaps and define role-specific training requirements, particularly for functions such as procurement and supply chain management, where exposure to risk is higher.

## Continuous improvement

During the year of 2024, the governance of the due diligence system has been further developed in preparation for compliance with the EU Deforestation Regulation (EUDR). The EUDR sets highly specific requirements for conducting risk assessments related to deforestation and violations of

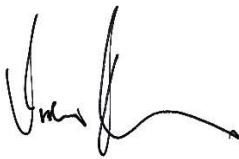
relevant national legislation (such as labour laws), as well as for implementation of risk mitigation measures. The legislation comes into effect on December 30, 2025.

Our business is certified with ISO 9001 and ISO 14001, where the whole management system is subject to multiple internal and external audits and demands a great focus on continuous improvement. Löfbergs is also ISO/FSSC 22000 certified and an Authorized Economic Operator (AEO) in the European Union. We also have an external, anonymous whistleblowing service for reporting misconduct related to Löfbergs on our website. In addition, all our co-workers have a responsibility to pay attention to and report events and behaviours that are suspected to violate our values and policies.

All feedback and lessons learned from risk assessments, supplier-visits etc., together with external monitoring of legislation, global guidelines and updated risk maps, are driving the continuous development of our due diligence system.

### **Communicating impact**

Each year we report our progress and challenges connected to sustainable development. How we address those risks can be found in our *Sustainability Report*.



**Anders Fredriksson**, CEO, Löfbergs Group

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