

Modern Slavery and Human Trafficking Statement for fiscal year 2021 January 2021 - 31 December 2021

Raisio plc is an international company focusing on healthy, responsibly produced food and fish feeds. Raisio's key markets include Finland, the UK, Ireland, Poland and Russia. Our well-known brands include Benecol and Elovena. Raisio plc is a Finnish company established in 1939. At the end of 2021, the Raisio Group's continuing operations employed some 390 people. Group's net sales from continuous operations in 2021 totalled EUR 246 million. Raisio's shares are listed on Nasdaq Helsinki Ltd.

At the end of 2021 Raisio Group had six production facilities, all located in Finland. During 2021 Raisio Group acquired Verso Food Ltd including its factory at Kauhava Finland and started the production at the new factory at Raisio site in Finland. This report covers all subsidiaries of Raisio plc, including UK-based Benecol Ltd.

Policies and current actions related to slavery and human trafficking

Raisio Group complies with local and international laws and regulations, generally accepted practices and Raisio's own guidelines. The Raisio Group respects the UN declaration of human rights, the fundamental principles and rights at work as defined by the International Labour Organization (ILO). These rights cover freedom of association, the right to organise or not to organise, the right to collective bargaining, the prohibition of forced labour and child labour, and the employees' right to equal treatment and opportunities. Raisio is an active participant in the UN Global Compact initiative.

Human rights, fundamental principles and rights at work are an integral part of Raisio Code of Conduct and Raisio Supplier Code of Conduct. The Raisio Code of Conduct applies to all Raisio Group's operations, employees, management as well as the members of the Board and Supervisory Board. It is approved by Raisio's Board of Directors. All Raisio's suppliers and sub-contractors are expected to comply with Raisio's Supplier Code of Conduct.

In 2020, a global Human Rights Policy was defined for the Raisio Group and it was approved by Raisio's Board of Directors. It complements the company's Code of Conduct and is applied in all Raisio's Group companies globally. The policy is found at <https://www.raisio.com/en/responsibility/reports-and-basis-of-responsibility/>.

Risk assessments

Raisio is a listed company headquartered in Raisio, Finland. Raisio's production facilities and the majority of employees are located in Finland, a country with high standards and strict regulation for labour rights. Raisio Group policies and Code of Conduct are implemented globally to all employees.

The company's risk assessment shows that possible human right risks are mainly related to the supply chain. For the assessment of human right risks related to its procurement, Raisio uses BSCI's risk country classification, which guides to procure from low-risk countries. Currently, most of

Raisio's raw materials and services are purchased from low-risk countries, such as Finland and Central Europe. The company purchases a small part of its raw materials from the higher-risk countries and in these cases, we pay special attention to the supplier's procedures.

Due diligence

Raisio Group expects its suppliers to commit to the Raisio Supplier Code of Conduct, which includes the requirement for respect for the fundamental principles and rights at work as defined by the International Labour Organization (ILO) and human rights principles of the UN Global Compact initiative.

Our key tools for ensuring responsible supply chain include engaging suppliers in the Raisio Supplier Code of Conduct, supplier self-assessments and audits, reducing purchases from countries with high-risk on human right violations and ensuring material traceability. We review our tools and risk criteria regularly to make sure they are up-to date.

Raisio's risk survey indicates that Raisio's major human right risks lay in our supply chain. Main risks are related to the purchase of soya, palm oil and cocoa, which together account only for about three per cent of all raw materials used by Raisio. In terms of these raw materials, Raisio's goal is to use responsibility certified raw materials only.

Most of Raisio's raw materials and services are purchased from low-risk countries, such as Finland and Central Europe. A small part of our raw materials originate from the higher-risk countries and in these cases, we pay special attention to the supplier selection process and supplier's procedures.

Raisio audits its suppliers in regular, planned and agreed intervals. The audit process follows Raisio's criteria, which is based on supplier's or raw-material's risk profile. Risk profile consists of quality, food safety and sustainability aspects, among others. All new sub-contractors are audited.

Grievance mechanism

Ethical conduct is defined in the Raisio Code of Conduct. In case of any questions, employees are primarily guided by superiors and the company's legal department. During 2021 we introduced a new reporting channel to report any suspicions of abuse. The new electronic reporting channel is available not only to employees, but also to Raisio Group's customers, partners and other stakeholders, as required by the European Union's Whistleblowing Directive. The system replaced the reporting channel previously used by Raisio. The channel can be used to report suspicions of activities that do not comply with Raisio's values, ethical guidelines or applicable laws. To ensure the anonymity of the reports, the reporting channel is managed by an external partner, WhistleB, Whistleblowing Centre. Instructions for reporting are available on the Raisio website at raisio.com.

Training and communication

All employees are trained in the Raisio Code of Conduct. The training is part of the introduction programme of each new worker and is available in four languages, Finnish, English, Russian and Polish. In addition there is an easily readable printed leaflet on Raisio Code of Conduct and Raisio

Supplier Code of conduct. Both Raisio Code of Conduct and Raisio Supplier code of Conduct are available in our website www.raisio.com.

Further steps

Raisio is not aware of any human right or labour right violations related to its operations. Raisio continues its work on responsible procurement. Human rights are an integral part of Raisio's new responsibility program, Good Food Plan. Raisio reports yearly on its responsibility work in its Corporate Responsibility report. The report is found at www.raisio.com/responsibility.



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