



Modern Slavery and Human Trafficking Statement

Financial year 2026

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015. It is published by One Frio Coöperatief U.A. on behalf of the One Frio group and covers our operating companies in the Netherlands, Ireland, and the United Kingdom. It sets out the steps taken during the financial year, and the steps we are putting in place, to address modern slavery and human trafficking in our operations and supply chains. Within the One Frio group, McCulla (Ireland) Limited (“**McCulla**”) and Granville Food Care Limited (“**Granville**”) operate in Northern Ireland.

We frame our approach with reference to the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the core conventions of the International Labour Organization. We monitor developments in UK and EU legislation on forced labour and human rights due diligence.

Our commitment

One Frio does not tolerate forced labour, modern slavery, child labour, or human trafficking in our operations or supply chains. We respect labour rights across our cold storage, warehousing, and transport businesses and expect the same of the parties we work with.

Our business and supply chains

One Frio is a pan-European cold chain platform of seven operating companies across the Netherlands, Ireland, and the UK: Grolleman, NedCool, Coenen, HK Logistics, McCulla, KOG Logistics, and Granville. We provide temperature-controlled storage, warehousing, and transport, primarily to the food and pharmaceutical sectors.

We employ warehouse, transport, and site-based staff directly. Our principal modern slavery risk sits in contracted labour and services, and in particular in temporary and agency labour. Within the group, agency labour is concentrated in our Netherlands food-handling operations, which we treat as our priority risk area. Other contracted-service risk categories include:

- Cleaning and hygiene contractors
- Security and facilities contractors
- Construction and maintenance contractors
- Subcontracted transport and logistics providers



Policies

McCulla operates an established anti-slavery and human trafficking policy with governance and reporting in place. Across the wider group we are adopting a common Human and Labour Rights Policy that prohibits forced labour, child labour, and human trafficking, and sets requirements for identifying, preventing, and remediating labour rights risks. This policy is being rolled out across the operating companies during 2026 and 2027.

Due diligence and risk management

The following controls are in place across our operations, with group-wide standardization being extended through the policy rollout above:

- Right-to-work and age verification for directly employed staff at onboarding
- Use of registered and licensed labour providers for temporary and agency labour, prioritizing our Netherlands food-handling operations
- Review of the labour model and workforce arrangements as part of acquisition due diligence and new site onboarding
- Speak-up routes for employees, with reported concerns investigated and credible modern slavery indicators escalated through group governance

As the policy rollout completes, we are extending the following across all operating companies: an annual risk assessment covering our own workforce, agency labour, and high-risk supplier categories; a Supplier Code of Conduct embedded in contracts with labour and service providers; accessible reporting routes for agency workers and contractors; and modern slavery awareness training for HR, procurement, and site management staff.

Training

We are investing to educate our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our proposed training programmes, employees will learn the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains. They will also be encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy.

In our next statement, we will provide an update as to the training courses delivered and other materials provided to our staff.



Governance and accountability

The Board of One Frio approves this statement and the group Human and Labour Rights Policy, and reviews modern slavery and human rights matters at least annually. Each operating company is responsible for implementing labour rights standards within its jurisdiction. A designated policy owner maintains the risk assessment, evidence trail, and escalation procedures.

Monitoring effectiveness

We monitor effectiveness through grievance and whistleblowing reporting and through audit and site review. We are developing group-level indicators, including grievance handling and training completion, as the policy rollout completes.

Supporting documentation

We maintain a Human and Labour Rights Policy setting out our detailed due diligence framework, including risk assessment, labour rights requirements, worker voice mechanisms, remedy principles, and supplier management. This policy is available on request.

Approval

This statement has been approved by the Board of One Frio and is signed on its behalf by Aric Adams, CEO, on 03/08/2026.

It is published on the One Frio website and reviewed, and where necessary updated, on an annual basis.

Signed by:

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Aric Adams

8/3/2026