



SLOW A/S - ESG DISCLOSURE

# Sustainable Procurement Performance Report

Quantitative disclosure of supply chain sustainability covering supplier code of conduct adoption, ESG contract clauses, sustainability assessments, on-site audits, buyer training, and corrective action engagement.

Reporting Theme

**Sustainable Procurement**

Reporting Period

1 January 2025 to 31 December 2025

Standards

GRI 308 / GRI 414 / ISO 20400

Prepared by

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This report presents **Slow A/S's** quantitative sustainable procurement performance for the full calendar year **1 January 2025 to 31 December 2025**. It covers six material KPIs spanning supplier code of conduct (CoC) adoption, contractual environmental and social requirements, formal sustainability assessments, on-site supplier audits, procurement buyer training, and corrective action plan (CAP) engagement. All data reflects Slow A/S consolidated operations. Prior year (2024) comparisons and 2026 targets are provided for each indicator. This report is aligned with **GRI 308** (Environmental Assessment of Suppliers), **GRI 414** (Social Assessment of Suppliers), **GRI 2-6** (Activities and Value Chain), **ISO 20400** (Sustainable Procurement), and **UN SDGs 8, 12 and 17**.

GRI 308

GRI 414

GRI 2-6

ISO 20400

UN SDG 8

UN SDG 12

UN SDG 17

REPORTING PERIOD: 2025

## 2025 SUSTAINABLE PROCUREMENT: KPI SNAPSHOT



SUPPLIERS WHO SIGNED THE COC

**58%**



SUPPLIERS WITH ESG CONTRACT CLAUSES

**100%**



SUPPLIERS COVERED BY SUSTAINABILITY ASSESSMENT

66% of logistics providers and 50% of warehouse and material providers signed the Supplier Code of Conduct.

Up from 0% in 2024

2024: 0% → 2025: 58% avg

→ Target 2026: 100%

All targeted supplier contracts include environmental, labour, human rights and ethics clauses.

Maintained at 100%

2025: 100% →

Target 2026: 100% + quality uplift

61%

61% of targeted suppliers covered. Includes Slow Laos and ACR (sister companies) assessed as part of the on-site audit process. Formal assessment SOP in development for full rollout in 2026.

Up from 0% in 2024

2024: 0% → 2025: 61% →

Target 2026: 100%



#### SUPPLIERS COVERED BY ON-SITE AUDIT

2

Slow Laos and African Coffee Roasters (ACR) received in-person on-site sustainability audits in 2025. Both are sister companies within the Slow A/S group.

Up from 0 in 2024

2024: 0 →

2025: 2 (Slow Laos + ACR) →

Target 2026: Per impact document



#### BUYERS TRAINED ON SUSTAINABLE PROCUREMENT

66%

Warehouse services and coffee material and roasting buyers trained. Logistics and office buyers targeted for 2026.

Up from 0% in 2024

2024: 0% → 2025: 66% →

Target 2026: 100%



#### AUDITED SUPPLIERS ENGAGED IN CAP OR CAPACITY BUILDING

0%

No CAP engagements in 2025. CAP rollout will follow completion of sustainability assessments in 2026.

Pending 2026 Assessments

2024: 0% → 2025: 0% →

2026: Post-assessment rollout

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## Percentage of Targeted Suppliers Who Have Signed the Supplier Code of Conduct

GRI 414-1 | GRI 308-1 | Reporting period: 1 Jan 2025 to 31 Dec 2025 | Scope: Slow A/S consolidated operations

LOGISTICS PROVIDERS

**66%**

Signed CoC in 2025

WAREHOUSE AND MATERIALS

**50%**

Signed CoC in 2025

2024 BASELINE

**0%**

No CoC in place

In 2025, Slow A/S introduced a formal **Supplier Code of Conduct (CoC)** and initiated sign-off across two targeted supplier categories. **66% of targeted logistics providers** and **50% of targeted warehouse and material providers** formally signed the CoC during the reporting period. This is a significant step forward from a 0% baseline in 2024, when no CoC framework was in place. The CoC covers minimum standards for environmental conduct, labour practices, human rights, health and safety, and anti-corruption. Slow A/S is targeting **100% sign-off by end of 2026** across all targeted supplier categories through structured onboarding and compliance follow-up.

**Reporting scope:** Targeted suppliers within Slow A/S consolidated operations, segmented by purchasing category (logistics services, warehouse services, material inputs). Reporting period: full calendar year 2025. Prior year comparison (2024) included. Document type: Procurement Management Report.

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## Percentage of Targeted Supplier Contracts Including Environmental, Labour, Human Rights and Ethics Clauses

GRI 414-1 | GRI 308-1 | Reporting period: 1 Jan 2025 to 31 Dec 2025 | Scope: Slow A/S consolidated operations

2025 CONTRACT COVERAGE

**100%**

All targeted contracts

CLAUSE CATEGORIES COVERED

**4**

Environment, Labour, Human Rights, Ethics

2026 TARGET

**100%**

Plus supplier quality uplift

**100% of targeted supplier contracts** include clauses on environmental management, labour standards, human rights, and ethical conduct for the 2025 reporting period. These clauses establish enforceable minimum requirements covering environmental compliance, fair and safe working conditions, prohibition of forced and child labour, non-discrimination, and anti-corruption. Slow A/S is committed to maintaining this 100% coverage in 2026 while progressively increasing the **quality and depth of supplier engagement** on environmental and social practices, including moving from contractual compliance to active performance monitoring through assessments and audits.

**Reporting scope:** All targeted supplier contracts within Slow A/S consolidated operations. Targeted suppliers are defined by strategic importance and purchasing category. Reporting period: full calendar year 2025. Document type: Procurement Management Report.

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### Percentage of Targeted Suppliers Covered by a Sustainability Assessment

GRI 308-1 | GRI 414-1 | Reporting period: 1 Jan 2025 to 31 Dec 2025 | Scope: Slow A/S consolidated operations

#### 2025 ASSESSMENT COVERAGE

**61%**

Includes Slow Laos and ACR  
assessed via on-site audit

#### 2024 BASELINE

**0%**

No assessments in prior year

#### 2026 TARGET

**100%**

Full rollout via SOP

**61% of targeted suppliers** were covered by a sustainability assessment during the 2025 reporting period. This coverage is attributed to the on-site sustainability audits conducted at **Slow Laos** and **African Coffee Roasters (ACR)**, both sister companies within the Slow A/S group, which included an assessment of environmental practices, labour conditions, health and safety standards, and community engagement. These on-site audits served as the primary assessment mechanism in 2025. Alongside this, Slow A/S has been developing a **Sustainability Assessment Standard Operating Procedure (SOP)** to formalise the methodology, supplier targeting criteria, and scoring framework for future cycles. The SOP will also determine which suppliers are placed on a Corrective Action Plan (CAP) based on assessment outcomes. **Full structured rollout is planned for 2026**, with the aim of covering 100% of targeted suppliers through the formal assessment process.

**Reporting scope:** Targeted suppliers within Slow A/S consolidated operations. Reporting period: full calendar year 2025. The 2026 rollout is contingent on completion of the sustainability assessment SOP. Document type: Procurement Management Report.

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## Number of Targeted Suppliers Covered by a Sustainability On-Site Audit

GRI 308-1 | GRI 414-1 | Reporting period: 1 Jan 2025 to 31 Dec 2025 | Scope: Slow A/S consolidated operations

### 2025 ON-SITE AUDITS

**2**

In-person: Slow Laos + ACR (sister companies)

### 2024 BASELINE

**0**

No audits conducted

### 2026 TARGET

**TBD**

Per Slow A/S impact document

In 2025, Slow A/S conducted on-site sustainability audits covering **61% of targeted suppliers**, represented by audits at **two locations**. The first audit was conducted at **Slow Laos** (coffee farming and processing operations, Paksong, Champasak Province, Lao PDR), assessing environmental land management, water use, worker welfare, community relations, and supply chain traceability. The second audit was conducted at **African Coffee Roasters (ACR)**, which became part of the Slow family following acquisition, covering roasting operations, energy use, labour conditions, and quality management. Both Slow Laos and ACR are sister companies and strategic suppliers within the Slow A/S group. These represent the first formally conducted on-site supplier sustainability audits in Slow A/S history, up from 0% in 2024. The 2026 on-site audit target will be defined in accordance with the Slow A/S impact planning document and materiality assessment.

**Audited suppliers in 2025 (61% of targeted suppliers):** (1) Slow Laos, Paksong, Champasak, Lao PDR. Coffee farming and wet-mill processing operations. Sister company and strategic supplier. (2) African Coffee Roasters (ACR). Coffee roasting operations. Sister company and strategic supplier. Coverage: 2 of approximately 3 targeted suppliers = 61% on-site audit coverage. Scope: Slow A/S consolidated operations. Reporting period: full calendar year 2025.

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## Percentage of Procurement Team Buyers Who Received Training on Sustainable Procurement

GRI 414-1 | GRI 308-1 | ISO 20400 | Reporting period: 1 Jan 2025 to 31 Dec 2025 | Scope: Slow A/S consolidated operations

2025 TRAINING COVERAGE

**66%**

Of procurement buyers trained

2024 BASELINE

**0%**

No training delivered

2026 TARGET

**100%**

All buyers to be included

In 2025, **66% of Slow A/S procurement team buyers** received training on sustainable procurement practices. The 2025 training programme focused on **buyers responsible for warehouse services** and **buyers responsible for coffee materials and roasting services**, equipping them with the knowledge to integrate environmental and social considerations into sourcing decisions, supplier selection, and contract management. The training content covered sustainable sourcing principles, ESG risk assessment in the supply chain, the requirements of the Supplier Code of Conduct, and how to apply environmental and social criteria during procurement. **Logistics buyers and office material buyers** were not included in the 2025 cohort and are the primary target group for 2026 to achieve 100% training coverage across all procurement functions.

**Training scope (2025):** Warehouse services buyers and coffee material and roasting services buyers. Buyer groups not yet covered: logistics buyers, office material buyers (targeted for 2026). Reporting period: full calendar year 2025. Document type: Procurement Management Report.

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## Percentage of Audited or Assessed Suppliers Engaged in Corrective Actions or Capacity Building

GRI 308-2 | GRI 414-2 | Reporting period: 1 Jan 2025 to 31 Dec 2025 | Scope: Slow A/S consolidated operations

2025 CAP ENGAGEMENT

**0%**

No CAP engagements in 2025

2024 BASELINE

**0%**

No CAP engagements

2026 EXPECTATION

**TBD**

Post-assessment CAP rollout

No targeted suppliers were engaged in formal corrective action plans (CAP) or structured capacity building programmes during the 2025 reporting period. This is directly linked to the 0% formal sustainability assessment coverage reported under KPI 3: without a completed assessment cycle, no suppliers have been formally evaluated against defined sustainability criteria, and therefore none have been placed on a CAP. The two on-site audits conducted in 2025 (KPI 4) are the first step in this process. In 2026, following completion of the **sustainability assessment SOP** and the first full assessment cycle, Slow A/S will identify which suppliers require corrective action or capacity building and initiate the CAP programme accordingly. The 2026 CAP engagement rate will reflect the outcomes of these assessments.

**Note:** CAP eligibility will be determined by outcomes of the 2026 sustainability assessment cycle. The SOP under development specifies thresholds and criteria for CAP placement. Reporting period: full calendar year 2025. Scope: Slow A/S consolidated operations.

### MULTI-YEAR KPI TRAJECTORY: 2024 TO 2026

KPI	2024 BASELINE	2025 REPORTED	2026 TARGET	STATUS
Suppliers signed Supplier CoC	0%	<b>66% logistics / 50% warehouse+materials</b>	<b>100%</b>	In Progress
Suppliers with ESG contract clauses	Not reported	<b>100%</b>	<b>100% + quality uplift</b>	On Track
Suppliers covered by sustainability assessment	0%	<b>61% (Slow Laos + ACR)</b>	<b>100%</b>	On Track
Suppliers covered by on-site audit	0	<b>2 (Slow Laos + ACR, in person)</b>	<b>Per impact document</b>	On Track

KPI	2024 BASELINE	2025 REPORTED	2026 TARGET	STATUS
Buyers trained on sustainable procurement	0%	66%	100%	In Progress
Audited or assessed suppliers on CAP	0%	0%	TBD post-assessment	Pending 2026

## STRENGTHS, IMPROVEMENTS AND ALIGNMENT

### Key Strengths in 2025

- **100% ESG contract clause coverage** establishes a solid and enforceable contractual baseline across all targeted suppliers.
- **Supplier CoC introduced from zero**, achieving 50 to 66% sign-off in the first year of implementation across two categories.
- **2 in-person on-site audits completed** at Slow Laos and ACR (both sister companies within the Slow A/S group), and **61% sustainability assessment coverage** achieved, demonstrating active, hands-on sustainability engagement across the majority of targeted suppliers.
- **Buyer training at 66%** in year one signals a strong shift toward embedding sustainable sourcing into procurement decision-making.

### Priority Improvement Areas

- **Sustainability assessment SOP** must be finalised and deployed in 2026 to enable structured supplier evaluation and initiate CAP processes.
- **CoC sign-off gaps** (34% logistics and 50% warehouse providers unsigned) require targeted onboarding follow-up in 2026.
- **Buyer training gaps** in logistics and office material categories must be addressed to reach 100% procurement team coverage.
- **CAP programme readiness** should be developed in parallel with the assessment SOP so corrective workflows are operational post-assessment.

### GRI Disclosure Alignment

- **GRI 308-1:** New suppliers screened using environmental criteria. Addressed through CoC (58%) and contract clauses (100%).
- **GRI 308-2:** Negative environmental impacts in supply chain. Addressed through 2 in-person on-site audits (Slow Laos + ACR) covering 61% of targeted suppliers; CAP to follow 2026 formal assessment rollout.

### UN SDG Alignment

- **SDG 12.6** (Sustainable business practices): ESG contract clauses and CoC adoption embed responsible production into the supply chain.
- **SDG 12.7** (Sustainable procurement): Buyer training ensures procurement decisions are informed by environmental and social criteria.

- **GRI 414-1:** New suppliers screened using social criteria. Addressed through CoC adoption and 100% contract clause coverage.
- **GRI 414-2:** Negative social impacts in supply chain. In-person on-site audits at 2 sister company suppliers (61% coverage) initiated; formal CAP programme to be activated post-2026 assessment cycle.

- **SDG 17.16** (Multi-stakeholder partnerships): In-person on-site audits at Slow Laos and ACR (2 suppliers, 61% assessment coverage) represent active partnership-based sustainability engagement within the Slow A/S group.
- **SDG 8.7** (Eradicate forced labour): Human rights clauses in 100% of contracts provide contractual protection against labour abuses.

## **SLOW.**

**Sustainable Procurement Report 2025** - Compiled in accordance with GRI Standards 308 and 414, ISO 20400, and aligned with UN SDGs 8, 12 and 17.

All KPI values are as reported by Slow A/S for the full calendar year 2025. This document is intended for internal ESG disclosure and external sustainability assessment purposes. For external publication, external assurance is recommended.

Framework references: GRI 308 · GRI 414 · GRI 2-6 · ISO 20400 · UN Global Compact · UN SDGs 8, 12, 17