

Modern Slavery Statement



Modern Slavery Act 2015

This statement is made pursuant to 54(1) of the Modern Slavery Act 2015 and sets out the steps that Equatorial Traders Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. This statement applies to Equatorial Traders (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022/2023.



Definitions

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Equatorial Traders Limited has a zero-tolerance approach to any form of modern slavery.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We consider modern slavery to encompass:

1. human trafficking
2. forced work, through mental or physical threat
3. being owned or controlled by an employer through mental or physical abuse or the threat of abuse
4. being dehumanised, treated as a commodity or being bought or sold as property
5. being physically constrained or to have restriction placed on freedom of movement.



Established in London in 1991, Equatorial Traders has built a reputation as a trusted and respected partner in the global green coffee market.

For more than three decades, we have specialised in sourcing exceptional coffees from key producing regions, with particular depth in Ethiopia, East Africa, and Brazil.

Our expertise lies not only in procurement, but in the careful selection, evaluation, and positioning of coffees that reflect both quality and provenance. We work closely with roasters, importers, and institutional partners worldwide, supported by a robust network of producers, exporters, and logistics specialists. Many of these relationships have developed over generations, forming the foundation of our consistency and reliability.



For
Over
30 Years

30K | METRIC
TONNES
TRADED

10%+ | SUSTAINABLY
CERTIFIED
COFFEE

4TH | GENERATION
FAMILY
BUSINESS



A Global Footprint From Europe To Africa

Equatorial Traders has developed a strong international footprint, combining local expertise with global market insight. Our operations currently span:

- United Kingdom
- Germany
- United Arab Emirates
- Ethiopia
- South Africa

This geographic reach allows us to respond quickly to changing market conditions, provide regional support, and ensure efficient delivery for clients across multiple time zones.



Our Global Offices

To enhance accessibility and streamline trade, we acquired Octagon Coffee GmbH in Hamburg (now known as Uniface GmbH, strengthening our position within the European market and reinforcing our logistics capabilities across the continent.

In the United Arab Emirates, our dedicated sales office is strategically located in the DMCC Free Zone at the Port of Jebel Ali. This provides a gateway to clients throughout the Middle East and emerging markets, offering efficient trade flows and financial flexibility.

In Ethiopia, we operate through a sole partnership in Addis Ababa, providing upstream quality control, supply chain management, and direct support at origin. This presence ensures transparency, reliability, and strong producer relationships



Sustainability and Compliance

Sustainability and ethical business practices are fundamental to our long-term vision. We are committed to responsible sourcing, transparency, and continuous improvement across our operations.

Our dedicated in-house compliance team manages all aspects of sustainability, due diligence, and regulatory compliance. We adhere to international **CSR, ESG,** and legislative standards while actively supporting initiatives that improve environmental and social outcomes within the coffee sector.

We believe that responsible trade not only protects the future of coffee but also strengthens the resilience of producers, communities, and supply chains.



Our Team - Built with Experience and Global Perspective

At the heart of Equatorial Traders is a diverse and highly experienced team.

Our professionals bring deep expertise in logistics, finance, quality control, and trading, supported by hands-on experience across key producing and consuming markets.

With backgrounds rooted in origins ranging from Brazil to the Far East, our team offers a truly international perspective. This breadth of knowledge enables us to deliver insight, precision, and tailored solutions to our clients.

We believe strong relationships and collaborative thinking are essential to long-term success.



The Team (London):

Marek Glowa 1, Elizabeth Langdon 2, Komal Patel 3, Dillon Cooke 4, Dain Ha 5, Gary Ellis 6, Jagdish Madhavji 7, Rupen Soochak 8, Rafaella Siqueira 9, William Lenton-Brook 10, Gillian Fairles 11, Mohit Gordhan 12, Pablo Mitcher 13, Nick Legg 14, Alex Silva 15, Stewart Hall 16, Merghani Mahgoub 17

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the

pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.



Potential Exposure

We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in its coffee supply chains because they involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively high. It has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Given the nature of what we do we believe that there is a low risk of slavery or human trafficking having a connection with our business activities, but there is no room for complacency in that belief, so we have taken the steps detailed below.

Steps and Due Diligence



The Organisation carries out due diligence processes throughout the company across its supply chains.

The Organisation carries out annual reviews of Key Performance Indicators to measure effectiveness



The Organisation has policies in place to mitigate and enforce its stance on Modern Slavery

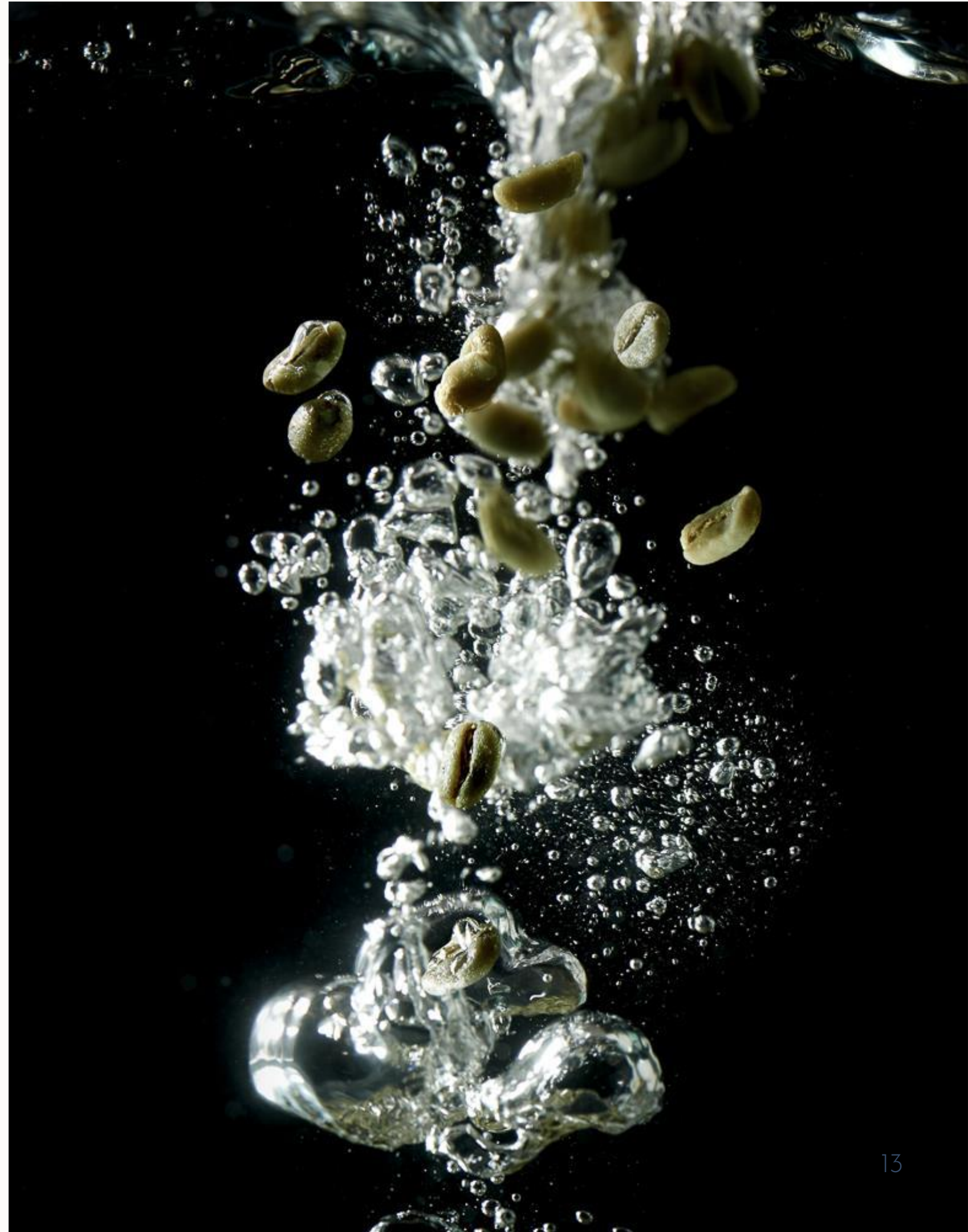
The Organisation works with multiple certification bodies and are members of the British Coffee Association and Specialty Coffee Association of Europe



Due Diligence

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation will take steps to ensure that modern slavery is not taking place.



Key Performance Indicators



The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains:

- training and capacity building of staff about modern slavery issues, measuring changes in awareness of risk; appropriate decision-making and swift action, as appropriate;
- grievance procedures and whistle-blowing procedures for workers and employees if cases are suspected or found;
- visibility, leverage and oversight of suppliers in relevant goods and services supply chains.

Policies in relation to slavery and human trafficking

The Organisation has the following policies which further define its stance on modern slavery:

- Corporate Social Responsibility Policy
- Supplier Code of Conduct
- Recruitment Policy
- Employee Handbook

We are conscious of the need to maximise sustainability efforts throughout the supply chain in order to preserve the social and ecological environment that our coffees rely on. We endeavour to source our coffees in a fair and responsible way, working with multiple certification bodies, hold ISO 9001:2008 certification and are members of the British Coffee Association and Specialty Coffee Association of Europe.

Policy Making and Slavery Compliance Officers



Rupen Soochak
Managing partner



Komal Patel
Office Manager & P.A



Mohit Gordan
Operations Manager



Elizabeth Langdon
Trader, Marketing & Slavery
Compliance Officer

Within the organisation there is a dedicated team to undertake policy making under which all concerns regarding modern slavery should be addressed. Elizabeth Langdon is the Slavery Compliance Officer who will then undertake relevant action with regards to the Organisation's obligations.

THANK YOU

EQUATORIAL
COFFEE TRADERS



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**BRITISH COFFEE
ASSOCIATION**



SCTA

SCHWEIZERISCHE KAFFEEHÄNDLER VEREINIGUNG
ASSOCIATION SUISSE DES NEGOCIANTS EN CAFE
ASSOCIAZIONE SVIZZERA DEI NEGOZIANI IN CAFE
SWISS COFFEE TRADE ASSOCIATION

