



Monkey-Free Coconut Harvesting Policy

Version: 3

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This policy is applicable to all suppliers producing coconut products for Kingfisher Foods.

Kingfisher Foods aims to assure monkeys are not used in any coconut product supply chain.

1. Policy

Within coconut product supply chains, Northern and Southern pigtailed macaques have been identified as at risk of exploitation for agricultural labour specifically, coconut harvesting. Kingfisher Foods' condemns the use of any animals, within the coconut harvesting process.

Kingfisher Foods' Monkey-Free Coconut Harvesting Policy is intended to provide support to our processors to assure monkeys are not used in any supply chain. We expect all of our processors to have a monkey-free policy in place applying to their supply chain. Kingfisher Foods will work collaboratively with processors to enact this policy.

Any information shared regarding monkey labour and supply chain transparency will have no negative consequences for our business relationship. However, there could be negative consequences for our business relationship if any information provided is later proven deliberately false.

Please note that this document outlines the minimum standards for supplying to Kingfisher Foods only. Our customers' policies may include requirements beyond Kingfisher Foods Monkey-Free Coconut Harvesting Policy, in which case, the customer's policy takes precedence and will be clearly communicated to the processor as necessary.

1.1 Kingfisher Foods Commitment

Kingfisher Foods are committed to working in partnership with their processors, promoting mutual collaboration between both parties. Kingfisher Foods commits to offering comprehensive support to all of its processors. Kingfisher Foods CSR team are here to offer assistance at any stage of implementing coconut harvesting due diligence in the supply chain.

2. Basic Guidelines

Listed below are the basic principles that Kingfisher Foods expects processors to meet as a minimum standard.

- 2.0.1.** Processors do not source coconut products from harvesting sites that use monkey labour.
- 2.0.2.** Processors have procedures in place to prevent Kingfisher Foods coconut products from being sourced from farms where monkey labour is being used.
- 2.0.3.** Processors can trace Kingfisher Foods coconut products back to the farms where the coconuts were grown.

2.1 Pre-Trade Requirements

- 2.1.1.** Sign and return Kingfisher Foods' Monkey-Free Coconut Harvesting Policy, confirming your understanding and compliance to Kingfisher Foods' Basic Guidelines (2) and Monkey Labour Remediation Procedure (Appendix E).
- 2.1.2.** Provide a list of all harvesting sites that were used to source coconuts in the last 12 months, including:
 - Address of harvesting site
 - If the processor owns the harvesting site
 - If the processor sources directly from the harvesting site, or via a third party (broker)
 - A list of certifications

If a processor plans to supply Kingfisher Foods using harvesting sites in Thailand, we may request them to complete:

- 2.1.3.** *Kingfisher Foods Coconut Scoping Survey*: A questionnaire designed to identify the risk of monkey labour in the processors supply chain. The processor must complete the coconut scoping survey for all coconut harvesting sites within 3 months of request.

2.2 Kingfisher Foods Approved Processors

On an annual basis, the processor must complete the below upon request from Kingfisher Foods CSR Department:

- 2.2.1.** A list of all harvesting sites that the processor used to source coconuts in the last 12 months, including:

- Address of harvesting site
- If the processor owns the harvesting site
- If the processor sources directly from the harvesting site, or via a third party (broker)
- A list of certifications
- If the farm was used to source Kingfisher Foods products in the last 12 months.

Upon the request of Kingfisher Foods, processors may be asked to share additional supply chain information to enhance supply chain understanding. This may include completing the Kingfisher Foods Coconut Scoping Survey.

3. Audit Requests

If requested by Kingfisher Foods, processors must facilitate the completion of monkey-free audits at their harvesting sites. Examples of monkey free audits include the *"GAP Monkey Free Plus Certification"* and the *"BV Monkey-Free Due Diligence Audit"*.

The processor should prompt their procurement sites to implement any corrective actions that arise from an audit by the assigned deadline.

4. Evidence of Monkey Labour

If evidence of monkey labour is found within the supply chain the processor must notify Kingfisher Foods within 24 hours.

The processor must enact the Monkey Labour Remediation Procedure as outlined in the Appendix of this document.

APPENDIX: Monkey Labour Remediation Procedure

This procedure is to be enacted if a case of monkey labour is identified within our Thai supply chain, where monkey labour has been identified as a potential risk.

1. Immediate Steps

- a) Kingfisher Foods should be notified within 24 hours of monkey labour being identified within the supply chain.
- b) Within 24 hours of the identification of monkey labour, the processor should contact the Wildlife Friends Foundation Trust, or an alternative animal rescue organisation of the processors choosing, to rescue the monkey. Once the monkey has been placed into care, Kingfisher Foods must be notified of the care organisation.
- c) A case of monkey labour should not be dismissed without a plan in place for what will happen to the monkey(s) the case relates to. Any resolution or remediation action must ensure the monkey will not suffer further exploitation or abuse. Kingfisher Foods should be consulted throughout the remediation process.

2. Root Cause and Prevention of Further Cases

- a) Once the monkey is safe, a thorough investigation should be conducted to establish the facts of the case and the circumstances under which monkey labour was utilised.
- b) The processor should carry out a Root Cause Analysis to understand how monkey labour came into the supply chain.
- c) The processor should identify next steps to secure their supply chain based on the findings from the root cause analysis.
- d) The outcome of each step outlined above must be shared with Kingfisher Foods.

3. Due Diligence at Procurement Sites

At a farm where monkey labour has been identified, the processor should deliver training on alternative harvesting methods. The processor should also provide harvesting equipment to the farm to assure it can become operational under the new harvesting method.

Providing the below conditions are met, it is Kingfisher Foods' recommendation to continue sourcing via a farm identified with the use of monkey labour if:

- a) The farm agrees to use a harvesting method that does not utilise monkeys.
- b) The farm agrees to undergo 2 unannounced visits by the processor, with 1 taking place during high season.
- c) If based in Thailand, the farm must agree to undergo the GAP Monkey Free Plus audit scheme within 1 year. The audit must take place during high season.
The processor must provide adequate support to the farm so that it can meet the above requirements.



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