

Baker & Baker Products UK Ltd – Modern Slavery Statement 2023**Purpose:**

Baker & Baker is a European leader in bakery products and services for the retail, foodservice and artisan bakery markets. Our team of bakery experts serve customers across the UK, continental Europe and the Middle East via an international network of innovation, product development and manufacturing facilities.

Baker & Baker has a zero tolerance approach to modern slavery and human trafficking in both our business and supply chains. We published our first Modern Slavery Statement in 2018. This statement is in respect of our commitment and approach to Modern Slavery for 2023.

Baker & Baker is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Baker & Baker is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff, and throughout our supply chains.

Modern slavery is a crime and a violation of human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We also work closely with our corporate supply chain partners to ensure that we adhere to the highest standards of governance. Food manufacturing supply chains are global in scope, and we work on a daily basis with organisations such as Rainforest Alliance and the Roundtable on Sustainable Palm Oil (RSPO) to ensure that the sourcing and accreditation of our raw materials supports communities of origin whilst being vigilant against the practice of modern slavery.

Our Values & Commitments

Our values underpin the culture of our business and how we operate. We act with integrity, drive, accountability and consideration.

Our values shape our decision-making processes and reflect how our colleagues interact and how we work with our customers and our supply chain.

Our commitment towards sustainable business practices are at the core of our day-to-day operations. We strive to act responsibly in our environment, our communities and in our dealings with customers, based on our five core sustainability pillars:

1. Environment
2. People
3. Products
4. Communities
5. Governance

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment. The following policies are in place:

- Whistleblowing policy
- Dignity at Work Policy
- Equal Rights & Opportunities Policy
 - Human Rights Policy

- Right to Work Policy
- Ethical Trading Policy

Due Diligence

Our aim is to ensure that our suppliers, who are selected in accordance with our Supplier Code of Conduct, share our own standards for ethical conduct. In 2019, we introduced agency supplier auditing of our UK sites, and we work with our service providers and our supply chain, aligning with our understanding customers ethical standards as a supplier, with the commitment to ensure from cradle to grave we can be an ethical and sustainable business.

In 2022, Baker & Baker reviewed and updated its Supplier Code of Conduct in its entirety, and re-issued the document to all labour suppliers and suppliers who are delivering services with their staff on our premises, requiring their agreement on all terms. We actively engage our suppliers to ensure they review the Code of Conduct, sign it and abide by the terms at all times.

As a pan European business, we are also working towards compliance with recent European regulation and legislation, which features stringent human rights requirements within global supply chains.

We continually monitor for changes in the regulatory and legislative landscape to ensure Baker & Baker is well positioned to respond to new requirements.

From a recruitment perspective, Baker & Baker audits agency labour providers on a regular basis, to ensure that they adequately abide by modern slavery policies, and to check their identification of right to work for any potential cases of modern slavery or involuntary labour.

Our Ongoing Commitment

Baker & Baker is committed to the highest standards of governance and conducting our operations in a responsible, ethical and sustainable way. We understand that we have a responsibility to continue to assess and mitigate the risk of modern slavery throughout our business and supply chains.

Baker & Baker will refresh staff awareness by joining 'Stronger Together' workshops to equip our key people managers with the practical knowledge to understand and tackle modern slavery in the workplace.

In 2021, Baker & Baker became a signatory of the UK Government's Modern Slavery Registry.

This statement is approved on behalf of Baker & Baker Products Limited by:



John Lindsay
CEO, Europe