



Baker & Baker Products UK Ltd – Modern Slavery Statement 2021

About Baker & Baker Products UK Ltd

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 and continental Europe 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 2021.

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.

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 a 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 Opportunities Policy
- Ethical Policy

Due Diligence

Our aim is to ensure that our own standard for ethical conduct are shared by our suppliers with which we do business, and we select suppliers in accordance with our Supplier Code of Conduct. In 2019 we introduced self-auditing of our UK sites, and to 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.

Our Ongoing Commitment

Baker & Baker is committed to the highest standards of governance and conducting our operations in a responsible, ethical and sustainable way and 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 continue to prioritise staff awareness by running 'Stronger Together' workshops to equip our key people managers with the practical knowledge to understand and tackle modern slavery in the workplace. We also will promote the red flag system to enable our workforce to raise any concerns regarding Modern Slavery and potential breaches of the Baker & Baker policy.

Baker & Baker is committed to becoming a signatory of the UK Government's Modern Slavery Registry in 2021.

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



John Lindsay
CEO, Europe