

**Baker & Baker Products UK Ltd – Modern Slavery Statement 2024****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.

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.

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 2024.

Baker & Baker is committed to the principles of the Modern Slavery Act 2015 and the ETI Base Code, and wants to contribute to 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 sets out expectations on suppliers via its Code of Conduct.

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 approach to tackling modern slavery is influenced by our values. We work to improve working conditions, raise labour standards and create fairly rewarded employment. 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
- New Agency Provider Policy
- Ethical Trading Policy
- Prevention of Hidden Labour Exploitation 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.

From a recruitment perspective, Baker & Baker audits agency labour providers on a regular basis, to ensure that they adequately abide by modern slavery policies, identifying any potential cases of modern slavery or involuntary labour.

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.

In 2024, Baker & Baker Products UK became a Business Partner of 'Stronger Together', which gives customers the assurance that Baker & Baker has taken significant effort to create awareness and to identify any signs of modern slavery at an early stage, and cascade this ambition to the supply chain. This process has allowed us to map where the risks of modern slavery are and benchmark against other food manufacturers.

Baker & Baker checks twice per year the address and bank accounts of its employees and other KPI's to track situations and explore any anomalies. This exploration and result is documented in a Modern Slavery register with the purpose of continuous improvement.

Anticipating the German Supply Act, and acknowledging the vision of a number of our UK customers, Baker & Baker in Q2 of 2023 started to link with all of its suppliers on SEDEX and promote SEDEX SMETA 2-pillar compliance. Within this programme, there are links with suppliers that represents 70% of the supply spend of Baker & Baker (As of mid-July 2024).

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

#### **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 cascading 'Stronger Together' workshops to equip our key people 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 UK Limited by:



John Lindsay  
CEO, Europe