



## CSM (United Kingdom) Ltd – Modern Slavery Statement 2019

### About CSM Bakery Solutions

CSM (United Kingdom) Ltd is a subsidiary of CSM Bakery Solutions Ltd, a global leader in bakery ingredients, products and services for retail and foodservice markets as well as artisan and industrial bakeries. Our team of bakery experts serves customers in more than 100 countries with an international network of innovation, product development and manufacturing facilities. Our brands include some of the industry's most trusted names such as Arkady, Baker & Baker and Craigmillar.

CSM Bakery Solutions Ltd 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 the financial year ending March 2019.

CSM (United Kingdom) 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, CSM (United Kingdom) 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.

Our purpose and commitment to our people and customers are embedded in our core company values:

1. **Transparent**  
Communicating and sharing in an open and candid manner
2. **Together**  
Collaborating to connect, create, achieve and succeed
3. **Craftmanship**  
Respecting our heritage and delivering innovative and timely solutions
4. **Respect**  
Treating others as we would want to be treated, and valuing our people and our resources.
5. **Integrity**  
Doing the right thing and being accountable in all circumstances.

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 have introduced an internal Ethical Compliance Lead position with the aim of auditing our UK sites, our service providers and our supply chain with a risk based approach, and to understand our customers ethical standards as a supplier, with the commitment to ensure from cradle to grave we can be an ethical and sustainable business.

### **Risk Assessment**

We have many direct and indirect suppliers for our raw materials across a global supply chain. The suppliers range from larger manufacturers to smaller holdings, and we also have a number of service providers such as logistics, agency labour providers and contracted cleaning companies and to increase our commitment to Modern Slavery CSM UK have committed to an Ethical Business Strategy this year.

As part of our strategy on Modern Slavery we have recently introduced an Ethical Compliance Lead position, as a commitment to ourselves and our customers, that we have a programme to identify risk of Modern Slavery within our Supply Chain and our businesses.

The Ethical programme will include auditing our UK sites, our service providers and our supply chain with a risk based approach, to identify any modern slavery acts or potential risks, and manage them appropriately and in line with this statement. We also aim to work in partnership with our customers to understand their individual expectations and standards of CSM as a supplier.

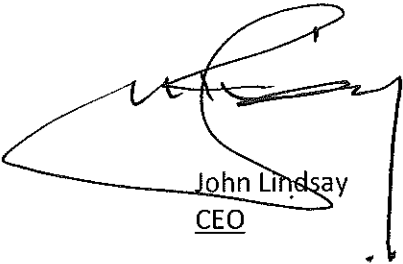
### **Our Ongoing Commitment**

CSM (United Kingdom) is committed to conduct and grow our business 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.

During 2019, CSM (United Kingdom) we will continue to develop 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 will also

introduce a red flag system to enable our workforce to raise any concerns regarding Modern Slavery and potential breaches of the CSM policy.

This statement is approved on behalf of CSM (United Kingdom) Ltd by :



John Lindsay  
CEO