



Modern Slavery Act Statement 2022-2023

CSM Ingredients UK Limited is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers.

CSM Ingredients UK Limited has a zero-tolerance approach to modern slavery and human trafficking. 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 those we deal with, are embedded in our core company values:

- *Transparency*
- *Togetherness*
- *Craftsmanship*
- *Respect*
- *Integrity*

Structure of the organisation

CSM Ingredients UK Limited is an international leader in the baking industry, producing one of the industry's broadest ranges of products. It is a subsidiary of the parent company CSM Ingredients S.A.R.L and employs 1500 people and has business operations around the globe.

In order to cement our position as an international leader in the bakery ingredients industry we work with a range of suppliers, which range from large manufacturers to smaller holdings supplying our raw materials across a global supply chain.

Policies

As part of our commitment to combating modern slavery, we have implemented the following policies:

- Whistleblowing Policy
- Equal Opportunities Policy
- Dignity at Work Policy
- Ethical Trading Policy
- Supplier Code of Conduct
- Sustainability Report

Due diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we ensure all suppliers agree to abide by our Supplier Code of Conduct. An example of this is, we ensure our labour providers are audited against these standards and the legal requirements.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains;
- monitor potential risk areas in our business and supply chains;
- reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- provide adequate protection for whistleblowers.

Risk and compliance

We ensure all our suppliers adhere to our policies. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains.

Where CSM have reason to believe there is a risk we will work with our suppliers to identify an issues and ensure correction action plans are in place to meet our required standards.

Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

Further actions and sign-off

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- Ensure all Suppliers receive, understand and adhere to the updated Supplier Code of Conduct.
- Developing tools and processes to support our team in identifying and managing risk with new and current suppliers.
- Continue to support employee understanding by ensuring people managers attendance a Stronger Together workshops.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes CSM Ingredient's slavery and human trafficking statement for the financial year commencing 1 April 2022 and ending 31 March 2023.