

# **SPEEDIBAKE**

PASSIONATE ABOUT BAKING

## **Speedibake's Modern Day Slavery Act Statement**

Speedibake is committed to a programme of activities that limit the potential risk of modern slavery and human trafficking occurring in its own business or within its direct supply chain. The company acknowledges the provisions of the Modern Slavery Act 2015 and commits to complying with its obligations to ensure transparency within its business activities.

### **Our Business**

Speedibake is part of ABF Grain Products Ltd and carries out private label frozen bakery operations with over 500 direct employees across our two sites at Bradford and Wakefield in Northern England. The business is supported by two carefully selected and licenced labour providers to meet fluctuations in demands and seasonal needs.

As part of the company due diligence process Speedibake has;

- Appointed a Board Member and steering committee to oversee compliance with the Modern Slavery Act which includes representatives from Technical, Procurement, HR and Manufacturing functions.
- Reviewed existing Speedibake Policies that help to identify potential risk and support tackling modern slavery where it is found to occur.
- Continued to work as a Business Partner with the 'Stronger Together' initiative.
- Developed a plan to identify the risks of modern slavery and remediate issues of compliance if identified in the business or in the wider supply chain on a case by case basis.
- Commenced a process for reviewing all commercial contracts with our suppliers to ensure they are aware of their obligations under the terms of The Act.

In the coming year Speedibake will assess its internal processes to assure consistency and compliance in implementing good practice in the following areas:

- Management Systems
- Recruitment Process
- Labour sourcing
- Training, Awareness and Communications
- Worker records analysis to identify potential risk areas
- Workplace monitoring
- Worker engagement
- Providing access to remedy if concerns are raised by workers.

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As part of the above Speedibake will be introducing several activities to evaluate the businesses' compliance with the Act that will include:

- Annual audit of the processes operated by the Licenced third party agencies through which we recruit temporary labour.
- Undertake the Sedex Self-Assessment process and review Sedex data relating to our suppliers (see below.)
- Undertake SMETA Ethical Audit Training for key personnel in HR and procurement.
- Review 'Expolink' reports.

### **Our Supply Chain**

There is a potential risk of slavery or human trafficking in many extended global supply chains for the procurement of commodity raw materials. Speedibake sources all raw materials through a European supply base, however a small percentage of the component ingredients may have originated from worldwide origins. Commodity ingredient supply chains include agents and brokers that make total traceability and transparency very difficult to achieve. The company will, through its supply chain mapping and monitoring activities seek to identify those chains that have the highest potential risk and mitigate those risks on a case by case basis.

Suppliers are asked to sign and comply to ABFs Code of Conduct which is in both the Terms and Conditions and it is based upon the ETI base code with additional stipulations around the treatment of labour, land rights and the environment. Suppliers also have to register with SEDEX and complete relevant questionnaire, which we then evaluate for potential risk.

In the coming year Speedibake will assure internal implementation of the Supply Chain Assessment Programme that covers:

- Supply Chain Map all raw materials and then prioritise those that are identified as the highest potential risk to opportunity for slavery or human trafficking for additional information gathering.
- In conjunction with the supply chain mapping risk assess each raw material supply chain to identify those that pose the greatest potential risk of slavery or human trafficking due to the nature of manufacture, geographical risk, and SEDEX risk rating.
- Remediation and mitigation plans for identified risk will be considered on a case by case basis and will involve seeking expert advice, collaboration with other companies where necessary.
- The information gathered through the supply chain mapping, risk assessment and activities will be regularly assessed by the steering committee. The process and procedures will be reviewed annually.

This statement will be reviewed each financial year and published on the company website.

Further information regarding the ABF Modern Day Slavery statement can be found using the following link: [www.abf.co.uk/modern\\_slavery\\_statement](http://www.abf.co.uk/modern_slavery_statement).

Signed:



Name: Steve Barton

Date: 31.10.16

Title: Managing Director