



# UK Modern Slavery Statement 2018/2019

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# Introduction

We value our people and the contribution they make. Being responsible is embedded through our values and behaviours; our leadership, management and operations. Lantmännen Unibake UK fully supports the principles of the Modern Slavery Act, and we find any violation of human rights unacceptable.

The UK Modern Slavery Act 2015 (the 'Act') requires business to state the actions they have taken to ensure modern slavery is not taking place in their operations and supply chains.

We are fully committed to playing our part in eradicating modern slavery. We firmly advocate for transparency and collaboration to eliminate the risks of modern slavery.

This statement sets out the steps taken by Lantmännen Unibake UK to understand and prevent all modern slavery risks related to our own operations and our supply chains.

## What is the Modern Slavery Act?

- The Modern Slavery Act 2015 is an Act of Parliament that is designed to tackle slavery in the UK
- The Act specifies that all companies with an annual turnover of at least £36 million are required to publish a modern slavery statement for each financial year

As part of the Food Manufacturing Industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

# Our business and supply chains



Lantmännen Unibake UK is the UK's leading supplier of high quality bakery products to retailers, wholesalers and the foodservice industry.

Our mission, 'Towards billions of smiling tummies', is what drives us to do everything possible to ensure we lead the bakery business with the scale, knowledge and drive to be loved in every country.

The organisation has three sites in the UK including two bakeries in Milton Keynes and Bedford, producing bread and Danish pastries respectively.

Lantmännen Unibake UK is part of the Lantmännen Group, which is owned by 25,000 Swedish farmers and is one of Northern Europe's largest groups within the agriculture, machinery, energy and food sector.

## The organisation currently operates in the following countries:

- **UK – including two manufacturing sites and one commercial office**
- **South Africa**
- **Australia**
- **Singapore**



We believe that our trade with people across the countries we source from should have a positive impact, creating jobs and opportunities for people all over the world.

We buy a huge range of things with thousands of direct and indirect suppliers who grow and move hundreds of raw materials across global supply chains.

These suppliers range from large agriculture businesses, to smallholders, raw material providers and manufacturing companies. We also work with a number of other partners that, for example, help run our distribution centres.

The scale of these supply chains gives us the opportunity to promote respect for human rights and to make a positive impact on people's lives.

With these risks in mind, we have a set of processes to assess our suppliers for risks of modern slavery and we carry out ad hoc audits to ensure these are being met.



# Our policies in relation to modern slavery

At the heart of our approach to modern slavery risks and human rights there are a number of important internationally recognised declarations, standards and codes.

- Supplier Code of Conduct covering a wide range of social and environmental impacts
- Whistleblowing policy
- Ethical Trading Policy
- Employee Code of Conduct

We take any breach of our policies or allegations extremely seriously.

As a 'responsible business' we are passionate about how we treat our people. We ensure all our people are paid a fair wage, determined by the Government's National Living Wage. The safety of our people is a top priority for us and we ensure that relevant training is given to ensure safety both as frontline or office employees.

## Due diligence

We undertake due diligence when considering taking on new suppliers, and regularly review our existing suppliers.

Our due diligence and reviews include:

- Evaluating the modern slavery and human trafficking risks of each new supplier
- Conducting supplier audits or assessments
- Invoking sanctions against suppliers that fail to improve their performance



# Training and awareness

Everyone who works for us has to complete training on our ethics code when they start. They also have to repeat that training every year, and we monitor the number who've done it. We send reminders to anyone who's due to do their training – we think it's important that our people take the time to learn the issues and how they affect their everyday working lives.

Improving labour standards in our supply chains is a responsibility we share with our suppliers.

All of our people have a chance to feed back their own experience of working with us in our anonymous employee Survey. At our last survey 97% of employees responded.

## Our modern slavery training covers:

- How to identify the signs of slavery and human trafficking
- What initial steps should be taken if slavery or human trafficking is suspected
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation
- What external help is available



# Our plans for the next year

In the next 12 months we will continue to strengthen our approach to managing the risk of modern day slavery within our business and ensure our strategy is responsive to changing risks.

When selecting suppliers, demonstrating their capability to act as a responsible business will be a key part of our decision-making process on whether we work with them. We will be expecting our suppliers to show the same commitment as we do and comply with our Supplier Code of Conduct. If suppliers are not in agreement then we will take the necessary action required, being mindful that in some cases ceasing to engage with the supplier may not tackle the problem.

Here's what we'll focus on in 2019/2020:

- Making our governance stronger
- Improving awareness
- Collaborate more
- Checking our processes



# Declaration

This statement has been approved by the organisation's board of directors who will review and update it annually.



**Ian Powell**

HR Director

Lantmännen Unibake UK

20<sup>th</sup> March 2020



**Tim Robinson**

Managing Director

Lantmännen Unibake UK

20<sup>th</sup> March 2020

