

**Lantmannen
Unibake UK
Modern Slavery
Statement 2020**



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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 businesses 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 sectors.

The UK organisation currently operates in the following countries:

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



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

We buy a huge range of items from many direct and indirect suppliers who grow and move a huge number of raw materials, ingredients and packaging 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, who help us run through 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 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, including our:

- 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 allegations or breach of our policies extremely seriously and will investigate thoroughly, taking action when needed.

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 the safety of everyone who works within our remit.

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
- Asking every new supplier to commit to our Supplier Code of Conduct
- Conducting supplier audits or assessments
- Taking action against suppliers that fail to adhere to our ethical standards



Training and awareness

Everyone who works for us has to complete training on our ethics code when they start. It is mandatory to repeat this training every 3 years, and we record results. 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 the implications in their everyday working lives.

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.

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

Our Code of Conduct 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 continuous improvement

Year on year we focus building on our strong foundations and strengthening our approach to managing any risk of modern slavery touching our people and our business. We remain adaptable and responsive to any risks that may present themselves.

We will remain attentive when approving our suppliers, ensuring that we robustly follow our approval processes and check for all risks associated with said suppliers. We continue to improve our Supplier Code of Conduct. We are also asking existing suppliers to refresh their commitments, and are starting to make specific ethical audits on our higher risk suppliers. If any supplier is not in agreement to any aspect of our terms and conditions to trade, we will engage with them to take any necessary action, being mindful that in some cases, ceasing to engage with the supplier may not tackle the problem.

We continue to carry out vigorous checks to protect everyone who comes to work on our sites.



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

3 March 2021



Tim Robinson

Managing Director

Lantmännen Unibake UK

3 March 2021

