



Baking life's special moments

Modern Slavery Act Statement for the financial year to 31 December 2023

Brioche Pasquier UK Limited (the “Company”), is part of a French international group (Brioche Pasquier Group) and one of the largest food manufacturers in Europe. It sells a wide range of French bakery products to major UK food retailers, wholesale and foodservice markets. Its UK factory is located in Milton Keynes and employs approximately 160 staff.

The Company, acknowledges and accepts its obligations under the Modern Slavery Act 2015, Part 6 Section 54 Transparency in Supply Chains, and is committed to preventing slavery and human trafficking within its business and its supply chains.

This statement sets out the Company’s actions to combat modern slavery related risks to our business and supply chains.

Supply Chain

The Company encourages its contractors, suppliers and other business partners to have the same high standards.

Relevant Company Policies Applied in 2023

Our Modern Slavery Act Statement reflects Brioche Pasquier UK’s commitment to acting ethically and with integrity in all its business relationships, and to implementing effective systems to prevent modern slavery including human trafficking. The Company operates the following policies that support its commitment to mitigate the risk of Modern Slavery and Human Trafficking within the business and its operations:

- **Right to Work** – details the checks undertaken to ensure all employees have the correct documentation to evidence their right to work in the UK referring to UK Home Office on-line checks for verification where required.
- **ETI base code** – Is part of first day induction to all new employees.
- **Equal Opportunity policy**- Is part of first day induction to all employees.
- **Anti-Corruption and Bribery** - Is part of first day induction to all employees.
- **Dignity at work** - Is part of first day induction to all new employees.
- **Whistleblowing Policy** – Is part of first day induction to all new employees and outsourced to a third-party handler to support speaking up.
- **Sustainable Supplies Policy** – incorporated into terms of business for raw material suppliers coming from both inside and outside of the UK.
- **External Whistleblowing service appointed** – in support of full confidence in blowing the whistle or reporting of concerns of wrongdoing where modern slavery or human trafficking is suspected by a colleague.



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Risk Assessment

As part of our ongoing commitment to tackling modern slavery and human trafficking The Stronger Together 'Employer Good Practice Implementation Checklist' has been completed to identify further Modern Slavery risks within Brioche Pasquier UK and how to address them.

Due Diligence

We will continue to make enquiries about modern slavery, including human trafficking, into any existing and new supplier engagements. This process will include, in any new contractual documentation issued by the Company, a requirement that the supplier confirms their compliance with the Modern Slavery Act 2015.

With regards to national or international supply chains, Brioche Pasquier UK Ltd.'s point of contact for supply is preferably with a UK company or branch. These entities are required to have suitable anti-modern slavery including human trafficking policies and processes in place.

Brioche Pasquier UK Ltd. will not support or deal with any business knowingly involved in modern slavery including human trafficking.

Brioche Pasquier UK Ltd. is a member of Sedex (the Supplier Ethical Trading Data Exchange), a not-for-profit membership organisation dedicated to driving improvements in ethical and responsible business practices in global supply chains.

Performance Indicators to be set in our next financial year

Brioche Pasquier UK Ltd has or will in the next financial year put in place the following key performance indicators (KPIs) to measure how effective it is in preventing modern slavery including human trafficking in its business or supply chains:

- Ensure all new employees receive Company Induction and are re-trained on modern slavery every two years thereafter whilst employed by Brioche Pasquier U.K. Ltd
- Complete Sedex self-assessment questionnaire.
- Create and implement an action plan for 'Employer Good Practice Implementation Checklist' to guide delivery of new initiatives.
- Annual payroll audits and personal detail checks to be implemented at point of hire and annually for the full payroll sheet.

Actions taken in the financial year that ended on 31 December 2023



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1. Training

Following the completed roll out of in-house training and assessment during 2023, The modern slavery training has now been incorporated into the Company's mandatory training to be completed every two years after joining Brioche Pasquier UK Ltd. To ensure a level of understanding of the risks of modern slavery including human trafficking and how to respond if they suspect a modern slavery including human trafficking issue. The Stronger Together 'Employer Good Practice Implementation Checklist' revised.

2. Auditing

All industrial agency labour providers, including their new starter inductions and payroll systems, were audited remotely or onsite face to face to identify if there was any evidence of modern slavery including human trafficking. It is vital our business partners operate to the same high standards as Brioche Pasquier UK Ltd. No such evidence was found.

3. Bank Accounts

An annual check was conducted to ensure that each employee has their own bank or building society account and not into an account over which they had no control. No concerns were highlighted following investigations.

Actions to be taken in the financial year ending on 31 December 2024

1. Training

Update Modern Slavery Awareness Training in conjunction with Stronger Together Training.

2. Contracts

Ensure a modern slavery clause is enforced in all the Company's purchase agreements with external contractors.

3. Auditing

Perform onsite audit visit for two industrial agency labour providers, including their new starter inductions, payroll system processes and actions taken in identifying their employees are protected from modern slavery and human trafficking. It is vital our business partners operate to the same high standards as Brioche Pasquier UK Ltd.

4. Sedex

Complete Sedex Self-Assessment Questionnaire using outcomes to improve policy and focus on the prevention of modern slavery and human trafficking to avoid or resolve any non-conformances.



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The Board of Directors of Brioche Pasquier U.K. Limited has approved this statement and it has been duly signed by the following directors:

Ryan PETERS
Managing Director

Brioche Pasquier U.K. Ltd

Date: 19/6/2024

Pascal PASQUIER

Chairman

Brioche Pasquier U.K. Ltd

Date: 19.06.2024