



*Baking life's special moments*

### **Modern Slavery Act Statement**

Brioche Pasquier UK is part of a French international 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 around 135 staff.

Brioche Pasquier UK Ltd 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 understand all potential modern slavery risks related to our business and the steps taken to ensure that there is no known slavery or human trafficking within its business and associated supply chains.

#### **Organisational Structure and Supply Chain Applied in 2018**

Brioche Pasquier UK Ltd is also committed to ensuring there is transparency in its business and in its approach to tackling modern slavery throughout its supply chains. Brioche Pasquier UK Ltd encourages its contractors, suppliers and other business partners to have the same high standards.

#### **Relevant Company Policies Applied in 2018**

Modern Slavery 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 slavery and 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 support their right to work in the UK.
- **ETI base code** – Is part of first day induction to all new joiners
- **Equal Opportunity policy**- Is part of first day induction to all new joiners
- **Anti-Corruption and Bribery** - Is part of first day induction to all new joiners
- **Dignity at work** - Is part of first day induction to all new joiners

#### **Due Diligence**

From the date of this statement, slavery and human trafficking enquiries will be made into any existing and new supplier engagements. This process will include, in any new contractual documentation issued by the company, a requirement that its suppliers confirm their compliance with the Modern Slavery Act 2015.

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



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Brioche Pasquier UK Ltd. will not support or deal with any business knowingly involved in slavery or 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**

Brioche Pasquier UK Ltd is going to put in place the following key performance indicators (KPIs) to measure how effective it is in preventing slavery and human trafficking in some parts of its business or supply chains:

- Completion of Modern Slavery and Human Trafficking training/awareness at Brioche Pasquier UK Ltd.
- Regular audit of Industrial Agency labour provider, site induction for all staff and payroll systems
- To check if each employee has their own bank account and are there a group of employees who have their wages paid into the same bank account .

### **Actions taken in 2018**

#### **1. Training**

In 2018 HR Manager attended Modern Slavery training (conducted by Stronger together) and the need to implement this Act in its business and factory was decided. Brioche Pasquier UK Ltd has set up a committee to analyse the way it can implement the Modern Slavery Act in different areas of its business.

#### **2. Committee**

This committee identified to firstly educate all UK based Managers on Modern Slavery as part of Brioche Pasquier UK Ltd 2019 business objectives by completing in-house training and assessment, to ensure a level of understanding of the risks of modern slavery and human trafficking in its supply chains and its business.

### **Awareness Raising**

In addition to formal training, posters and flyers will be posted on Company notice boards, these will include:

- The principles of the Modern Slavery Act 2015.
- How to identify modern slavery and human trafficking.
- What to do if they have a potential modern slavery or human trafficking issue.
- Details of the Modern Slavery Helpline (0800 0121 700).

**Olivier RIPOCHE**

Managing Director of Brioche Pasquier UK Ltd

**Pascal PASQUIER**

Chairman of Brioche Pasquier UK Ltd