Modern Slavery Act Statement for the financial year to 31 December 2019

Brioche Pasquier UK Limited 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 approximately 130 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 2019
Brioche Pasquier UK Ltd is 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 2019
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 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
- **Whistleblowing Policy** – introduced in the financial year which ended on 31 December 2019 now included within induction for new joiners
- **Sustainable Supplies Policy** – introduced in the financial year which ended on 31 December 2019 now incorporated into terms of business for raw material suppliers from the EU.

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.

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 already set or to be set in our next financial year**

Brioche Pasquier UK Ltd has or will 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.
- Auditing of all contractors that arrive on site to ensure there are no risks within our supply chain.

**Actions taken in the financial year that ended on 31 December 2019**

1. **Training**
   In 2019 the HR department educated all managers and office-based assistants by completing in-house training and assessment, to ensure a level of understanding of the risks of modern slavery and human trafficking and how to respond if they suspect a modern slavery or human trafficking issue.

2. **Auditing**
All industrial agency labour providers including their new starter inductions and payroll systems were audited during 2019 to ensure there was no modern slavery or human trafficking and that our business partners operate to the same high standards as Brioche Pasquier.

3. Suppliers
A modern slavery provision was incorporated into our terms of business for all suppliers of raw materials to ensure they are equally committed to removing modern slavery from our supply chain.

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

Olivier RIPOCHE
Managing Director
Brioche Pasquier UK Ltd

Pascal PASQUIER
Chairman
Brioche Pasquier UK Ltd