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**Modern Slavery Statement**


**Issue Date:**

**22/09/2022**

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| <b>1 - Activity:</b>         | Modern Slavery Statement |
| <b>2 - Developed By:</b>     | Stephen Cook             |
| <b>3 - Dept. / Location:</b> | HR                       |

**Document Control Log**

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## 1 – Introduction

Wilkin & Sons Limited (the “Group”), which includes Thursday Cottage Limited, Cole’s Puddings Limited and Tiptree Patisserie Limited is committed to driving out acts of modern day slavery from within its own business and from within its supply chains. We endeavour to improve our practices to combat slavery and human trafficking wherever possible. The Group acknowledges its responsibilities under the Modern Slavery Act 2015, and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps which the Group has taken in this financial year to combat slavery and human trafficking for the financial year ending 2023.

## 2 – Our Business and Supply Chains

We are an independent British business who grow, make and sell high quality foods. The organisational structure of the business is a hybrid of family and employee ownership that grows, packs, manufactures and transports its produce to its customers around the world. Within our supply chain, there are relationships with external businesses for the sourcing of raw materials both nationally and internationally. These, as well as the suppliers of services, make up the supply chains within the Group.

## 3 – Our Policies on Slavery and Human Trafficking

We work hard to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This statement, along with our Anti-Bribery and Corruption and Ethical Trading Policies, reflect our on-going commitment to act ethically and with integrity in all our business relationships.


## 4 – Due Diligence Processes for Slavery and Human Trafficking

We work hard to enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain. As part of the Group’s due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported produce from sources outside of the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored, as will the potential risk involved in our supply chains.

We will protect any individual who comes forward to report any suspicions they may have of slavery and human trafficking in any part of our business or from within its supply chains. The Group will not support or deal with any business knowingly involved in slavery or human trafficking. We have a zero tolerance to slavery and human trafficking.

## 5 – Supplier adherence to our values

The Group expects all suppliers and any subcontractors engaged by the Group to respect and conform to our fundamental values as conditions for mutual business. To ensure all those in our supply chain and our contractors comply with our values, we have contacted our suppliers to make it clear we do not tolerate slavery and human trafficking. We require our immediate suppliers to inform us of the steps they are taking to monitor the risk of slavery and human trafficking, including terms in our contracts to require compliance with obligations relating to modern slavery and we have appointed a compliance officer and designated a director who will have overall responsibility for compliance at board level.

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### 6 – Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and business, we provide training to our staff. Staff are expected to be alert to the risks in our Group and in the wider supply chain. Staff must report concerns and management are expected to act upon them.

### 7 – Board Member Approval

The Group Directors shall take the responsibility for implementing this policy statement and its objectives, and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the business or within its supply chains.

We, the Board of Directors of the Group, approve this policy statement made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year 2023. This statement will be reviewed annually.



Chris Newenham

Joint Managing Director