

## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

This statement is made by FW Baker Group Ltd and its UK subsidiaries ("FW Baker Group", incorporating Butchers Pet Care Ltd), Dockham Way, Crick, Northants NN6 7TZ pursuant to section 54 of the Modern Slavery Act 2015 and covers the financial year from 1<sup>st</sup> August 2019 to 31<sup>st</sup> July 2020. This statement sets out the steps that F W Baker Group has taken, and are continuing to take, to ensure that modern slavery and human trafficking is not occurring within our business and our supply chains.

We are committed to improving our practices to combat modern slavery and human trafficking.

As members of SEDEX we adhere to and apply their codes of practice which covers slavery and human trafficking.

### **Background**

FW Baker Group is a leading supplier of wet dog food and cat food in a variety of different formats, into the retail and wholesale sectors. There is a subsidiary in Poland which sells branded products into continental Europe, serviced through the Crick plant.

The business employs 395 staff across the two units.

### **Our Supply Chains**

Our supply chains include manufacturers of animal products, mainly based in the UK and Ireland, and other constituents from sources in Mainland Europe. A small amount of our products, in relation to turnover and volume, are sourced from South East Asia.

We have a robust supplier approval process in place that ensures our suppliers conform to industry standards, food safety, and current legislation.

### **Policies**

F W Baker Group operates a strict recruitment policy to ensure that all employees are legally entitled to work in the UK and are committed to safeguarding our employees from exploitation and coercion whilst in our employment. These include:

- Equal Opportunity & Dignity at Work Policy
- Pre-employment checks
- Health & Safety policies and Procedures
- Grievance & Disciplinary procedures, and Bullying at work policies
- Anti-Bribery & Corruption Policy

- Whistleblowing Policy

F W Baker Group works closely with our employment agencies to ensure that they are legally compliant and that they work to our employment standards.

### **Due diligence processes**

F W Baker Group operates a supplier approval and management process which aims to identify risks in the supply chain through extensive questionnaires, and to be prepared to be audited, so that their standards will stand up to inspection. We are aiming to ensure that all of our suppliers are SEDEX registered and that they have all recently completed supplier questionnaires and been risk assessed.

### **Training**

We have trained some senior managers as part of the "Stronger Together" initiative, which is sponsored by all of the UK major retailers and the Gangmasters Licencing Authority (GLA), which requires suppliers to make sure that they have procedures in place to identify and eliminate modern Slavery and human trafficking. This training has been rolled out to key members of production staff.

We are rolling out an internal training and awareness program within F W Baker Group to train all senior managers and factory staff and support a "whistle blowing" program to identify any issues that need addressing.

### **Plans for the future**

We are committed to reviewing and improving all of our systems and procedures relating to our supply chain and to include all indirect purchases and services, such as site security, vending, catering, contractors, etc. and to identify and address all risks in connection with Modern Slavery and Human Trafficking.

A risk assessment of the supply chain will take place to assess any areas of high risk so that any areas of concern can be addressed and potential risks eliminated.