



## **MODERN SLAVERY STATEMENT**

Montana Bakery Ltd acknowledges responsibility to the Modern Slavery Act 2015 and is committed to conducting its business in an ethical and socially responsible manner. This includes a steadfast commitment to preventing modern slavery and human trafficking in all aspects of our operations and supply chain.

Montana Bakery Ltd Montana Bakery Ltd commits to adopting a proactive approach to tackling hidden labour exploitation. Hidden labour exploitation is the exploitation of job applicants or workers by third party individuals or gangs other than the employer or labour provider, including rogue individuals working within these businesses but without the knowledge of the management. It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators with victims, if they perceive of themselves as such, reluctant to come forward.

As part Montana Bakery Ltd due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. The company is aware that Imported goods from sources from outside 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.

The company will not support or deal with any business knowingly involved in slavery or human trafficking and will not knowingly deal with any business involved in slavery or human trafficking.

The implementation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Head of People to ensure its continuing suitability and relevance to the company activities.

### **Coverage**

This policy applies to all sites that form part of Montana Bakery Ltd.

### **Responsibility**

The Head of People has overall responsibility for this policy. Managing Director, Senior Managers and HR Team members have specific responsibilities for various aspects of this policy.

### **Policy Commitments**

Montana Bakery Ltd shall:

1. Ensuring that our business and supply chain comply with all relevant laws and regulations regarding modern slavery and human trafficking.
1. Ensuring our workforce is alert to and informed of human rights and modern slavery issues. As such, we have developed and rolled out mandatory training not only for those responsible for managing our operations but also for the production operatives. Alternative



measures to educate and promote awareness of modern slavery among our employees are via monthly newsletters.

2. Alternative measures to educate and promote awareness of modern slavery to our employees are via monthly newsletters.
3. Accept that job finding fees are a business cost and will not allow these to be paid by job applicants. The Company will not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee.
4. Ensure that all staff responsible for directly recruiting employees are aware of third-party labour exploitation and signs to look for.
5. Ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members and in line with the Company Human Rights, Modern Slavery and Recruitment Policies.
6. Adopt a proactive approach to reporting suspicious or hidden worker exploitation to the Gangmaster Licensing Authority and police.
7. Provide information on tackling "Hidden Labour Exploitation" to our workforce through a variety of formats such as workplace posters, induction training, employee handbook etc.
8. Encourage workers to report cases of hidden third-party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
9. Positively encourage and support employees and agency workers to report such exploitation which may be accruing within their communities.
10. Require labour providers and other organisations in the supply chain to adopt policies and procedures consistent with the above.

This statement was approved and signed by the Managing Director of Montana Bakery Ltd:

Name: Jonathan Mellows, Managing Director

Signature: 

11<sup>th</sup> December 2023