

## Australian Bakels (AB) Modern Slavery Statement 2021

Australian Bakels (AB) would like to express that our 2021 Modern Slavery Statement is voluntary under the current legislative requirements to prepare a statement.

The Commonwealth Modern Slavery Act 2018 defines the term Modern Slavery as 'situations where coercion, threats or deception are used to exploit victims and undermine their freedom'. There are eight significant types of practices that constitute modern slavery:

- Slavery
- Human Trafficking
- Servitude
- Forced labour
- Forced marriage
- Debt bondage
- The worst forms of child labour
- Deceptive recruiting for labour or service

Australian Bakels understands the necessity in aiding to abolish these forms of slavery. AB are committed to eliminate any identifiable instances of modern slavery practices within our business and supply chains.

Australian Bakels (Pty.) Limited was established in Australia in 1952, with its core business and technical expertise in specialised bakery and food ingredients. We are part of the International Bakels Group, a world leader in specialised bakery ingredients.

We will continue to develop this expertise in our domestic and export markets by formulating, manufacturing and marketing value-added products to provide total solutions for our customers. This will be achieved by a commitment to ensure that the standard of our products is of the highest quality and safety to meet statutory, legal and customer requirements.

Our staff is committed to a continuous improvement policy and is involved in all aspects of the business.

To ensure that AB is not contributing to modern slavery we have selected four quantifiable factors. These factors were chosen to assess the scope of any potential problems and aim to eliminate any contribution to slavery. The three factors are:

- 1) Gain supplier statements in the form of supplier questionnaires.
- 2) Provide awareness to our staff on the scope and importance of action against modern slavery via regular communication.
- 3) Ensure a platform is available for whistle-blowers to raise concerns about modern slavery.
- 4) Bakels Group are a member of SEDEX and Australian Bakels have completed their first SMETA Pillar 4 Audit.



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AUSTRALIAN BAKELS (PTY.) LIMITED

ABN 35 000 112 836 P.O. Box 6100 Silverwater NSW 1811 Australia  
Tel + 61 2 9739 9300 Fax +61 2 9739 9464 [australianbakels@bakels.com.au](mailto:australianbakels@bakels.com.au)

A member of the International BAKELS Group

**Associated documents, whilst not limited to:**

- Environmental Protection Policy
- Equal Employment Opportunity and Anti-Discrimination Policy
- Harassment Policy
- Business Code of conduct
- Ethical Conduct Policy
- Whistleblower Policy

AB is aware of the modern slavery risks in all countries, particularly those in Asia and parts of Europe. AB will commit to train its relevant staff in anti-slavery by means of an e-course. An anti-slavery course is available freely online that can be undertaken by frontline/procurement staff. This course has been prepared by Anti-Slavery Australia. The aim of the training is to raise the awareness of the issues surrounding modern slavery. This course addresses what slavery can look like and what can be done about it.

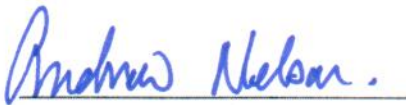
Finally, a platform will be established that allows our staff and suppliers to report issues that may be associated with modern slavery in our industry. This approach will provide a safe and secure way to report issues with anonymity.

Australian Bakels aims to continually improve our progress towards ensuring that all known sources of modern slavery in our supply chains have been eradicated. AB will accomplish this through the steps set out in this statement, as well as reviewing annually. This review will include an assessment of the effectiveness of the mitigation methods used to combat modern slavery.

Next Modern Slavery Statement due: 24 June 2022

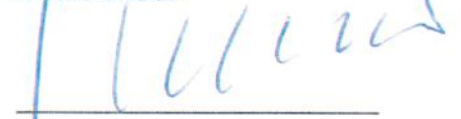
This Modern Slavery Statement is made in pursuant with the *Modern Slavery Act 2018 (the Act)* for the reporting period of 24 June 2021 – 24 June 2022. It is authorised and approved by the principle governing body of the Bakels Group Chief Executive Officer, on 24 June 2021.

AUSTRALIAN BAKELS PTY LTD



ANDREW NELSON  
MANAGING DIRECTOR

BAKELS GROUP



PATRICK GLOGGNER  
CHIEF EXECUTIVE OFFICER