



BAKERY INGREDIENTS SINCE 1904

# MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT 2023- 2024

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SUPPLY *"INGREDIENTS FOR INSPIRATION"* BY DELIVERING QUALITY PRODUCTS,  
SERVICE AND INNOVATION

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[www.bakels.com.au](http://www.bakels.com.au)

## Introduction

### **This Modern Slavery Statement covers the period of 1 July 2023 to 30 June 2024.**

This statement will cover the structure, operations, supply chain, risks of modern slavery, actions to assess and address those risks and consultation processes Bakels has in place for the purposes of this entity.

Australian Bakels (AB) is a collaborative organisation, our mission runs through the veins of each and every Bakels employee and provides a strategic foundation for everything we do.

Respect for each other as more than just colleagues, a strong family culture drives us to work closely to get the most out of respect for not only each other, but for the well-being of the communities and Human Rights in which we operate as fundamental to our values and the long-term stability and growth of our business.

At Bakels this means conducting business in a way that acknowledges and respects the rights of our customers, suppliers, contractors and employees to be free from all aspects of modern slavery including but not limited to human trafficking, servitude, forced and child labour.

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# Structure

Founded by Bernard J. Bakels in 1904 -  
 Transferred to EMU Bakels  
 Foundation 1960




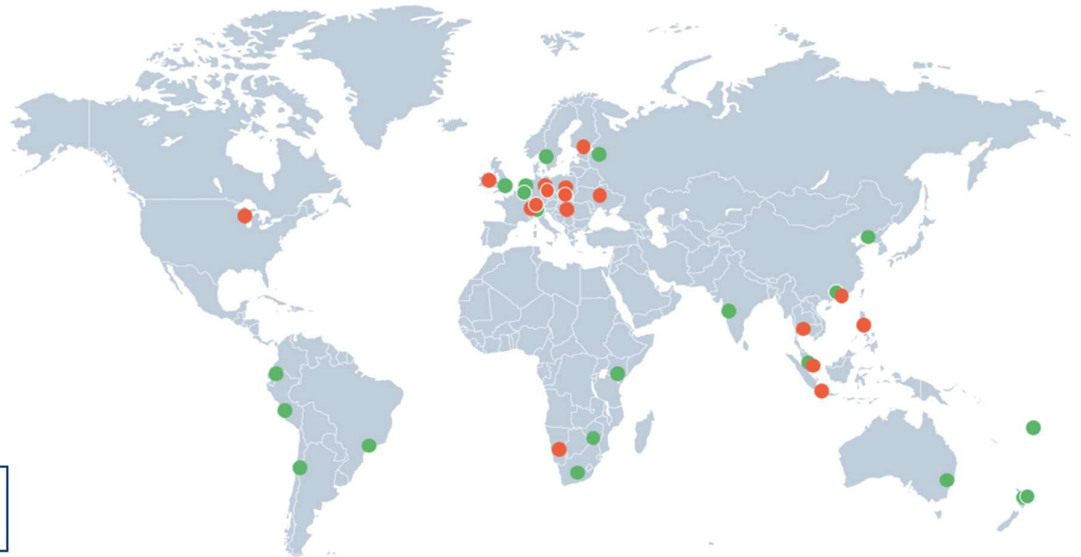
- 38 Companies
- Manufacturing x 21
- Trading x 17

Over 2750 employees



In addition, agents and distributors ensure that our products are available in more than **120 countries**.

 **Head Office**  
 EMU AG, Rothenburg, Switzerland



Bakels company was founded in 1904 by Hendrik Adrianus and Bernardus Johannes Bakels in Amsterdam.

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**Australian Bakels** began business in Australia in 1952 on the Silverwater Site, New South Wales, which it still occupies today. AB is a member of the privately-owned International Bakels Group (head office Switzerland), Australian Bakels is the largest company in the Group.

In Australia, Australian Bakels has modern production facilities in Sydney, as well as warehouses and sales offices in Queensland, Victoria, South Australia, Western Australia and Tasmania.

In the 75 years of its existence, Australian Bakels manufactures the majority of goods we sell, with the largest production centre being at Silverwater, NSW. Apart from administration and sales offices, we also have first class Australia-wide facilities for quality control, product development, test baking and customer demonstrations. These facilities are being continually upgraded or added to.

#### OUR VISION

To operate as a dynamic and successful organization, while providing best-in-class services to become customers' first choice for bakery ingredients.

#### OUR MISSION

To be a technically based company, whose objective is to assist our customers develop, produce, and sell (more) bakery products.

We will do this by presenting concepts and ingredients which the baker can use to increase their sales and improve quality and efficiency.

We will back this up with technical support and training.

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## CORE VALUES

The crucial ingredients for every member of our team.



### RESPECT

We treat each other as more than just colleagues, a strong family culture drives us to work closely to get the most out of every day. Respect for not only each other, but for Bakels' long history and heritage runs through the veins of everyone in the group.



### INTEGRITY

Trust in each other forms a crucial role in achieving integrity across all Bakels companies, inspiring a clear collective vision in all the markets we operate.



### DEDICATION

Our commitment to the baking industry stems from our dedication to the roles we play within the organization. The collective philosophy of each member of staff is what gives Bakels its' family culture.

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# Operations and Supply Chain

## Our Operations

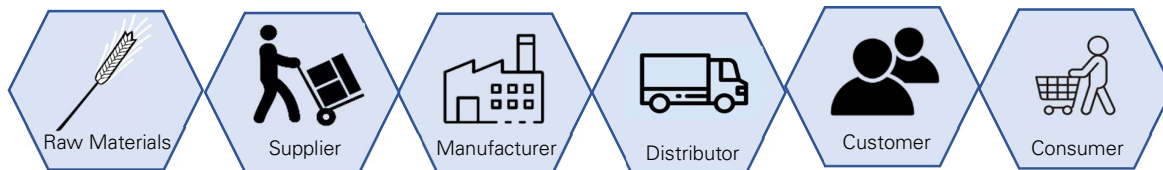
Australian Bakels manufactures, packages, distributes and sells a wide range of products, primarily to the baking industry and to a lesser extent the general food industry in Australia, New Zealand and internationally.

AB services and sells in the business-to-business segment, including large, medium, and small bakeries, food service and specialty food manufactures across Australia. AB sells predominantly to the baking industry but does not participate in the baked goods market or compete against customers.

Australian Bakels manufactures over 600 different product offerings of which 90% are manufactured in Australian with most other goods manufactured by other associated Bakels companies worldwide.

AB has 36 qualified baker technical sales representatives to service the Australian market who are supported by a Development and Application team of Food Technologists. AB often works closely with customers to develop and manufacture specialised ingredients and products to suit various market niches.

With over 2,750 customers, AB manufactures 42,000 tonnes of bakery ingredients annually at its Silverwater site in NSW.



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## Our Supply Chain

Australian Bakels Supply Chain including Procurement covers all elements of Storage and Distribution (owned and operated, including contract third party sites), production planning and raw ingredient sourcing through a combination of AU vendors combined with intercompany/international procurement where local cannot be achieved (preferred).

Distribution warehouses operate in NSW, QLD, VIC, SA & WA. 3PL Storage Pick and Pack (perishable) operates nationally for perishable range out of four separate 3PL's and states. Cold Chain freight partners are used by the company nationally.

- Product range consists of 600 SKU's into local and export markets.
- Supplying products to 2,700 customers nationally.
- 110 suppliers for raw materials, packing and finished products.
- 70 finished products sourced through intercompany purchases.
- Our direct imports are from (1) New Zealand (2) Netherlands (3) Belgium (4) Malaysia (5) China.
- Export into 18 countries (associates and agents).

Bakels is committed to responsible sourcing and ethical business practices. We participate in ethical sourcing program( SEDEX ) to drive improvements in our supply chain and avoid unfair and unsafe labor practices, including slavery and human trafficking.

Through these programs and certification, we assess and audit our suppliers and service providers on their ethical sourcing performance as per the SEDEX SMETA 4 Pillar assessment framework. This framework includes Labour Standards, Health & Safety and Business Ethics.

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## Policies

Our Modern Slavery Statement, Ethical Conduct Policy and Business Code of Conduct Policy together indicates Australian Bakels commitment and expectation when doing business with Bakels, these policies align with our core values and ensures that we detect the highest standards of fair work practices, respect, integrity, and dedication in our day-to-day business operations.

### Human Rights

Australian Bakels (AB ) is committed to the highest level of human rights wherever we do business and in all communities in which we are present. We believe in fair employment standards and do not tolerate or practice any form of exploitation or engage with suppliers who do not adhere to a strict anti-slavery policy.

### Whistleblower Policy

AB whistleblower policy is established through Human Resources or through our internal Bakels Portal. Employees can confidentially disclose information if any illegal or improper actions are being conducted on our sites.

### Environmental Protection Policy

AB is committed to protecting the environment and ensuring that our operations have a minimal impact on the planet. We will do this by conserving water and energy, reducing waste, using sustainable packaging and practices. We will regularly review our environmental performance and make improvements where possible. We will also work with our suppliers and partners to promote environmental protection.

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# Risk Management

Identifying who is at risk:



## Supply Chain and Operations Risks

Bakels has considered the following factors when assessing the risk of modern slavery in its supply chain and operations:

- The exposure and risks of modern slavery practices in the food industry are complex and varied, making it difficult to conduct a comprehensive assessment.
- AB is aware that sourcing from various countries with less strict modern slavery laws, especially those in Asia and parts of Europe can increase the risk of modern slavery.
- AB is not aware of any of its suppliers, whether local or international, having engaged in any conduct that could be considered modern slavery.

## Our Approach

- Conducting due diligence: This involves conducting research to identify and assess the risks of modern slavery in the supply chain.
- Use of Sedex Radar Risk Tool to assess country risk for all suppliers and service providers.
- Regular Monitoring and auditing for internal policies and procedures to ensure that the business complies with the established code of conduct.
- Raising awareness by implementing these policies we currently have in place:
  - A) Business Code of Conduct
  - B) Equal Employment Opportunity and Anti-Discrimination Policy
  - C) Grievance Policy
  - D) Whistleblower Policy
  - E) Ethical Sourcing Policy
  - F) Environmental Protection policy
- Choosing suppliers that are certified by a reputable organization: This could include the Fair Labor Association or SEDEX.

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- Communicating Bakels expectations on complying with Modern Slavery Act 2018 and ethical supply chain to our suppliers and service provider and assessing them through a Self-Assessment Questionnaire(SAQ) which addresses a range of questions related to compliant labor practices. These questions aim to assess the supplier's commitment to preventing modern slavery and ensuring that its workers are treated fairly and humanely. By completing the SAQ, suppliers can demonstrate their commitment to Bakels Australia's zero-tolerance policy on modern slavery.

## Grievance Mechanism

Bakels is committed to creating an open and honest culture where employees feel comfortable raising concerns about malpractice or wrongdoing. Our Grievance Policy and Whistleblower Policy provides guidelines for employees on how to do this in confidence.

All concerns raised through the Grievance Policy or Whistleblower Policy will be reviewed, investigated, and acted upon appropriately. The relevant functional heads /HR will review all incidents, and will formally investigate the concerns, depending on the nature of the issue.

## Measuring Progress

Bakels has established a set of key performance indicators (KPIs) and controls to prevent and combat modern slavery and human trafficking in our operations and supply chain. These include :

- Raising awareness by encouraging all employees to complete the Ethical Sourcing training module which includes Modern Slavery Act 2018.
- Conducting regular follow-up with suppliers to monitor and assess their progress in completing SAQ

## Future Commitments

- Actively collaborating with suppliers and service providers to enhance visibility of modern slavery risks and their mitigation measures.
- Continuing awareness and capacity building for team members and business partners on modern slavery risks, issues, and mitigation activities, in the context of corporate sustainability.
- Providing ongoing training and development opportunities for employees and business partners on modern slavery risks, issues, and mitigation measures, in the context of corporate sustainability.

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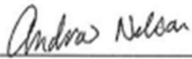
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Australian Bakels do not own or control any other entities and therefore consultation with other entities in preparation of this statement is not applicable.

The statement has been prepared by Australian Bakels Pty Ltd in its own capacity in pursuant with the Modern Slavery Act 2018. It is authorised and approved by the principle governing body of the Bakels Group Chief Executive office on 30 August 2023.


**Australian Bakels Pty Ltd**



**Andrew Nelson**

**Managing Director**

**Bakels Group**



**Patrick Gloggnner**

**Chief Executive Officer**

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