



rowe's
CORNISH BAKERS



Slavery and Human Trafficking Statement 2023-24

In accordance with the Modern Slavery Act 2015, Section 54 (Transparency in Supply Chains)

[Link: The Modern Slavery Act 2015 \(Transparency in Supply Chains\) Regulations 2015 \(legislation.gov.uk\)](https://legislation.gov.uk)

Our Company values



- ✓ Uncomplicated
- ✓ Genuine
- ✓ Honest
- ✓ Friendly
- ✓ Sincere
- ✓ Proud

As a company we take our corporate social responsibilities seriously, and we strive to do the right thing by our staff, customers, suppliers, contractors, for society in general, and for the environment. We hope that in doing this, we make our staff proud to work for us, our trading partners proud to do business with us, and our customers proud to enjoy our products.

This Modern Slavery statement has been given approval by Kerry Lynch, CEO.

Ethical trading

We treat our staff, customers, suppliers, and contractors fairly and with respect, and we expect others in our supply chains to do the same. The Company has policies and protocols in place to help to ensure that all of our operations are safe and ethical, right from the source of our raw ingredients, through to distribution to our consumers. We do not tolerate any form of Modern Slavery/Trafficking, or Child Labour exploitation. The Company participates in ethical audits managed by SMETA (Sedex Members Ethical Trade Audit).

In 2024 we rolled out Modern Slavery Awareness E-Learning, which all of our staff will be expected to complete. The training raises awareness of modern slavery, trafficking, child labour exploitation, how staff can help to recognise warning signs, and how to report modern slavery or ask for help.

In 2024 we also rolled out an ethical trading survey, which we will be asking all of our suppliers to take part in online. This will help us to ensure that the businesses we engage with, also carry out the same due diligence, and it will help us to identify any risks.

The survey covers the following aspects:

- Whether ethical audits are undertaken for their business
- Where their supply chains operate geographically across the globe
- What types of policies, protocols and training they have in relation to fair pay and conditions, whistleblowing, trade unions, anti-slavery etc.

In addition, we also ensure that any recruitment agencies we use for temporary staff hold appropriate gangmasters licenses, and that they have appropriate policies and protocols in place.



Our key standards (ETI Base Code)



In addition to working in line with the ETI Base Code (Ethical Trading Initiative), we have resources in place which support health and wellbeing, which support our environment, and which prevent bribery and corruption.



1. Employment is freely chosen



2. Freedom of association and the right to collective bargaining are respected



3. Working conditions are safe and hygienic



4. Child labour shall not be used



5. Living wages are paid



6. Working hours are not excessive



7. No discrimination is practised



8. Regular employment is provided



9. No harsh or inhumane treatment is allowed