



## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### *Introduction*

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 March 2022.

Wenzel's The Baker's LTD ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

### *Organisational structure*

Wenzel's The Baker's LTD is a business operation in the United Kingdom. We operate in the bakery and retail sector. The controlling shares of this business are held by Peter Wenzel, Chairman of the board of directors.

The nature of our supply chains is as follows: we work with several key suppliers, who provide us with goods, such as ingredients for our bakery and our shops, equipment and services. For more information about the Company, please visit our website: [wenzels.co.uk](http://wenzels.co.uk).

### *Due Diligence*

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures: Internal supplier audits.

Our due diligence procedures aim to: Identify and action potential risks in our business and supply chains. Monitor potential risks in our business and supply chains. Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

### *Risk and compliance*

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through: Evaluating the slavery and human trafficking risks of each new supplier. Creating an annual risk profile for key suppliers. Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because We collaborate with our suppliers to assess the risk of human trafficking and slavery in our supply chain. We buy a wide range of goods and services, mostly from suppliers in the UK and Europe, which are considered to be lower risk; however, we do buy products from the agriculture sector and a limited range of goods from suppliers outside of Europe, which are considered to be higher risk in terms of modern slavery.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

#### *Effectiveness*

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows: We will contact suppliers to enquire about their modern slavery practices every 12 months. We will train our staff about modern slavery issues and increase awareness within the Company. We will carry out a regular audit of suppliers - 25% of suppliers each year.

#### *Training our staff*

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers: How to identify the signs of slavery and human trafficking. What initial steps should be taken if slavery or human trafficking is suspected. How to escalate potential slavery or human trafficking issues to the relevant parties within the Company. What external help is available. What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chain.

The statement was approved by the board of directors.

Peter Wenzel, Chairman of the board of Directors

Wenzels The Baker's LTD

Date 21/12/2022