



CSM (United Kingdom) Ltd – Modern Slavery Statement 2018

CSM Bakery Solutions Ltd has a zero tolerance approach to modern slavery and human trafficking in both our business and supply chains. This statement is in respect of the financial year ending March 2018.

Modern slavery is a crime and a violation of human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

About CSM Bakery Solutions

CSM (United Kingdom) Ltd is a subsidiary of CSM Bakery Solutions Ltd, a global leader in bakery ingredients, products and services for retail and foodservice markets as well as artisan and industrial bakeries. Our team of bakery experts serves customers in more than 100 countries with an international network of innovation, product development and manufacturing facilities. Our brands include some of the industry's most trusted names such as Arkady, Baker & Baker and Craigmillar.

CSM (United Kingdom) is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal-opportunities employer, CSM (United Kingdom) is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment. The following policies are in place:

- Whistleblowing policy
- Dignity at Work Policy
- Equal Opportunities Policy
- Ethical Policy

Due Diligence

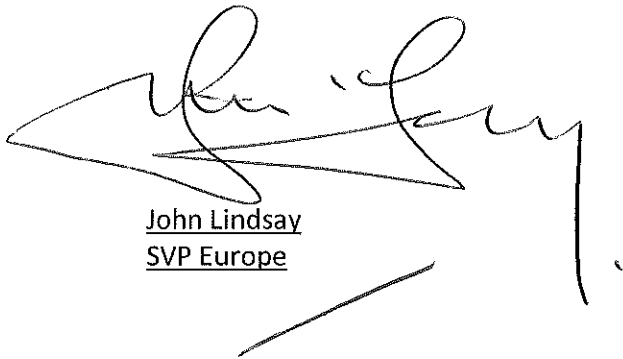
Our aim is to ensure that our own standard for ethical conduct are shared by our suppliers with which we do business, and we select suppliers in accordance with our Supplier Code of Conduct.

Our Ongoing Commitment

CSM (United Kingdom) is committed to conduct and grow our business in a responsible, ethical and sustainable way and we understand that we have a responsibility to continue to assess and mitigate the risk of modern slavery throughout our business and supply chains.

During 2018 - 2019, CSM (United Kingdom) will develop staff awareness by running 'Stronger Together' workshops to equip our key people managers with the practical knowledge to understand and tackle modern slavery in the workplace.

This statement is approved on behalf of CSM (United Kingdom) by :



John Lindsay
SVP Europe