



## Modern Slavery and Human Trafficking Statement for the financial year ending 30 June 2020

### Our commitment

BBF is committed to preventing modern slavery and human trafficking in its corporate activities and to working collaboratively with its supply chains to eradicate modern slavery and human trafficking. The statement outlines BBF's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

BBF's directors are responsible for ensuring effective modern slavery risk assessments are undertaken, due diligence processes are in place and effective induction/refresher training is rolled out across the organisation to ensure employees understand and can respond to the identified slavery and human trafficking risks. Our Modern Slavery and Human Trafficking Policy outlines details in this regard.

### About BBF

BBF is one of the UK's leading ambient cake and chilled dessert manufacturers of retailer own label, licensed and branded cakes, supplying recognisable retailers across the UK and European market. BBF has five bakeries based in the UK and Poland, employing over 1500 people.

### Our supply chain

Since BBF sources over 500 ingredients from around the world, our suppliers work with thousands of their own suppliers across the world. It is necessary to identify high-risk suppliers in our multi-tiered and global supply chain. To meet our modern slavery commitment, our suppliers are required to be members of Sedex, one of the world's leading ethical trade membership organisations serving to help businesses operate responsibly and sustainably, protect workers and source ethically.

### Our employees

Necessary use of seasonal, temporary workers across the BBF bakeries poses a high-risk area from a modern slavery perspective. We accordingly have a well-established and robust audit process in place to manage this risk. Our process is continually reviewed and updated in accordance with guidance from Stronger Together and the Gangmasters and Labour Abuse Authority.

### Compliance

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes anti-slavery and human trafficking statement for the financial year ending 30 June 2020 for Bright Blue Foods Limited and any subsidiary and/or holding company of Bright Blue Foods Limited as defined in section 1159 of the Companies Act 2006 (**Group Company**). Any reference to "BBF", "BBF's", "the Company", "Company", "we", "us" or "our" is a reference to Bright Blue Foods Limited and/or a Group Company. The statement sets out the steps taken, and those which BBF intends to take in the future to prevent modern slavery and human trafficking in our supply chains or in any part of our business.

The statement has been approved by BBF's Board of Directors who will review and update it on an annual basis.



Jonathan Litt

CEO

1<sup>st</sup> September 2020