

MODERN SLAVERY STATEMENT

Introduction

BAKO North Western (Group) Limited ('The Company') has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity and transparency in all of our business dealings and relationships consistent with our obligations under the Modern Slavery Act 2015.

We endeavour to implement and enforce effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within our own business or any of our supply chains.

We also expect the same high standards from all of our suppliers, contractors and other business partners.

Business Structure and Supply Chains

The Company is a Foodservice Wholesale and Distribution Company specialising in frozen, chilled and ambient Bakery Supplies and employs around 350 employees.

We operate nationwide with four regional trading companies:

BAKO North Western Limited
Bakers (Area 1) Limited
BAKO South Eastern Limited
Anglian Bakery and Catering Supplies Limited

Most of our products are sourced from the UK.

Policies

The Company has policies that describe our approach to the identification of modern slavery risks and prevention of modern slavery:

Anti-Slavery and Human Trafficking Policy (NWB-DOC-024)
Ethical Policy (BNW QUA-743)
Whistleblowing Policy (July 2017)
Recruitment Policy (October 2017)

Due Diligence

Recruitment

All staff employed by the Company to work on a temporary, permanent or fixed-contract basis are subject to a right to work check in accordance with UK legislation and are not able to commence work unless the Company is satisfied that they are able to work legally within the UK.

The Company endeavours only to use Employment Agencies who ensure that strict compliance checks are carried for all candidates that it supplies.

Whistleblowing

If any member of staff believes or suspects a breach of the Anti-Slavery and Human Trafficking Policy has occurred or may occur, they must notify their Line Manager or report it in accordance with the Company's Whistle Blower's Policy. All staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of the Company's business or supply chain as soon as possible.

Risk Assessment

New and existing suppliers are measured for compliance via our Supplier Approval Process. No instances or indicators of modern slavery have been identified in the financial year ended March 2018.

Training

Training on the Company's policies is provided as necessary. All policies are easily accessible to staff through the Intranet or Shared Drives.

Next Steps

Schedule regular staff awareness training

Review the effectiveness of the current Supplier Approval Process

Board Approval

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's Modern Slavery Statement in respect of the financial year ended 31 March 2018. It was approved by the Board and has been signed by The Group Chief Executive Officer.

Name: Michael Tully

Title: Group Chief Executive Officer

Signature:

