

Modern Slavery Statement 2022 - 2023

The Food Innovations Baking Group is committed to conducting our business in an ethical manner and are committed to being a transparent organisation.

Statement

FIBG are committed to ensuring that its staff and any workers supplied (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and or similar human rights abuses.

We are also committed to ensuring our approach to tackling modern slavery in our own business and throughout our supply chains is consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement sets out FIBG's actions to understand all potential modern slavery risks related to the business and to ensure steps are maintained to prevent both slavery and human trafficking.

Our Business

FIBG are a manufacturing business producing cake boards, paper cases, converted grey board, and home baking products primarily for own label supermarkets.

Food Innovations is a specialist manufacturer of home baking products, primarily for supermarket own label home baking sector, employing approx. 130 people

Doric FPD is a manufacturer of cake boards and cards primarily for supermarkets own brands employing approx. 140 people.

Doric Crimped manufactures cup cake cases and liners for home and industrial baking primarily for supermarkets own label.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

FIBG's Modern Slavery Policy, along with our Code of business Conduct, Whistle-blowing and recruitment policies reflect our commitment to acting ethically and with integrity in all our business relationships.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.
- Protect whistle blowers.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems. The highest area of exposure is agency supplied temps.

Agency

All recruitment or temporary worker agencies are selected through a PSI process and have to agree to our terms of business which include working to the Stronger Together Guidance. We conduct audit visits to our labour providers premises to ensure interviewing and recordkeeping are in line with agreed procedure.

Training

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business we provide training to all members of staff who are involved in a supervisory capacity.

Our Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes FIBGs slavery and human trafficking statement. .

Over the last few years, FIBG has had an increase in understanding Modern Slavery and what this means.

FIBG has shared its Modern Slavery and Human Trafficking policy across the business and with relevant labour suppliers interested parties to improve understanding and to stamp out any examples of poor practice. Manager s and Supervisors are trained to look out for tell tale signs in behaviour.

Training

As part of our general monitoring policy our first line supervisors understand to look out for: :

Employees being forced to work when they do not want to

General poor appearance and/or unwashed clothing

More than 1 person being regularly picked up by the same people

Do not have enough food for lunch or any money to buy food

No access to phones or email

Any instances of multiple address occupation are also checked to ensure against exploitation and Modern Slavery and workers are asked to provide details of their own bank accounts so that we can ensure the correct individual is being paid fairly and promptly for the work that they have completed.

All our labour providers also has a commitment to ensuring the principals outlined within the Stronger Together Ethical Trading Initiative (ETI) can be achieved wherever possible.

Workers are encouraged to share any complaints or concerns they may have, or to whistle-blow if they are aware of any instances where there are examples of alleged poor practice or breaches of our policy on Modern Slavery.