

Anti-Slavery and Human Trafficking Statement – 2025

CSM Ingredients UK Limited is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers.

CSM Ingredients UK Limited has a zero-tolerance approach to modern slavery and human trafficking. 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.

Our purpose and commitment to our people, and those we deal with, are embedded in our core company values:

- Transparency
- Togetherness
- Craftsmanship
- Respect
- Integrity

Structure of the organisation

CSM Ingredients UK Limited is an international leader in the baking ingredients industry, producing one of the industry's broadest ranges of products. CSM Ingredients UK Ltd employs approx. 110 people in the UK and has business operations around the globe.

In order to cement our position as an international leader in the bakery ingredients industry we work with a range of suppliers, which range from large manufacturers to smaller holdings supplying our raw materials across a global supply chain.

Policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations

- Whistleblowing Policy
- Equal Opportunities Policy
- Dignity at Work Policy
- Ethical Trading Policy
- Supplier Code of Conduct
- Sustainability Report
- Child Remediation Policy

Due diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we ensure all suppliers agree to abide by our updated Supplier Code of Conduct. An example of this is, we ensure our labour providers are audited against these standards and the legal requirements.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains
- monitor potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistleblowers

Risk and compliance

We do not tolerate slavery and human trafficking within our supply chains and ensure all our suppliers adhere to our policies.

Where CSM have reason to believe there is a risk we will work with our suppliers to identify any issues and ensure correction action plans are in place to meet our required standards.

Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

Actions taken in 2025

- SMETA Audit completed and actions taken to address any non-conformance
- All staff received updated training on Modern Slavery, the signs to be aware of and actions to take if an issue is identified
- All Suppliers received & signed to state that they understand and will adhere to the updated Supplier Code of Conduct

Further actions and sign-off

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- Ensure continuing SEDEX membership
- Continue with annual local updated training sessions for all staff and new starters

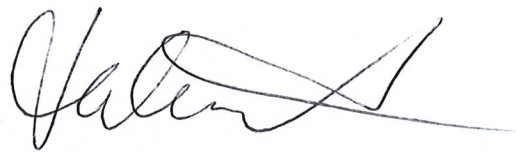
- Enrol key staff onto a Stronger Together training course

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes CSM Ingredient's slavery and human trafficking statement for the financial year commencing 1 January 2025 and ending 31 December 2025.

This statement was approved by our Board of Directors and is reviewed annually



Sarah Brazier
Finance Manager UK & Spain



Helena Smith
Industry Sales Director