



Anti-Slavery and Human Trafficking Statement – 2024

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 employs 1500 people 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



As part of our commitment to combating modern slavery, we have reviewed and updated the following policies:

- Code of Ethics 2024
- Supplier Code of Conduct 2024

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.

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 all Suppliers receive, understand and adhere to the updated Supplier Code of Conduct
- Ensure SEDEX membership



- Run local updated training sessions

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 2024 and ending 31 December 2024.

This statement was approved by our board of directors, who review and update it annually.

Title: General Manager UK & Ireland

Name: James Dedman

Signature:

A handwritten signature in blue ink, appearing to read 'J. Dedman', written over a light blue horizontal line.

Date: 24th June 2025

Title: Finance Manager UK, Ireland & Spain

Name: Sarah Brazier

Signature:

A handwritten signature in black ink, appearing to read 'S. Brazier', written over a light blue horizontal line.

Date: 24th June 2025