



MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR END 31 DECEMBER 2022

Introduction

Bells of Lazonby is committed to taking appropriate and proportionate steps to ensuring acts of modern-day slavery and human trafficking do not exist within its business and supply chains.

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

About Us

We are an established family bakery with a taste for quality, having created delicious products for over 75 years. We produce baked goods for retail and food service. We operate two bakeries: a conventional Bakery and a dedicated Gluten, Wheat and Milk Free Bakery avoiding 12 out of the 14 notifiable allergens.

We specialise in cake and sweet pastry tart products and supply all the major UK retailers with ambient Free From Ranges and a number of the leading Coffee Shop Chains with ambient and frozen ranges.

Policies

Bells of Lazonby is committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business.

The Company internal policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

All internal policies are in the Company Handbook, are reviewed regularly to ensure they are appropriate, well communicated and promote continued compliance with the Act and other applicable legislation.

Definitions

Bells of Lazonby considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Our commitment

Bells of Lazonby acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The business does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

In general, the Company considers its exposure to slavery/human trafficking to be relatively limited- Nonetheless, we taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Supply Chain

Bells of Lazonby considers its supply chain to be at a 'low risk' in relation to modern slavery and human trafficking. Given the nature of the business and the sectors within which we work, there is no significant utilisation of overseas or unskilled labour, being key areas identified as posing a higher risk; imports are of a minimal amount, unskilled labour is of a small quantity and operations are UK based meaning suppliers are already under an obligation to comply with UK law on forced labour.

Bells of Lazonby demonstrates a zero tolerance to slavery and human trafficking and reserves its rights to terminate any arrangements with any of its suppliers should any modern slavery or human trafficking offence be committed or suspected.

Bells of Lazonby will update its policies and procedures as required to ensure it maintains appropriate safeguards against any mistreatment of persons involved in its supply chain or own business.

Effectiveness in Combating Slavery and Human Trafficking

Any suspected incidence of slavery or human trafficking within Bells of Lazonby or its supply chain would be immediately reported to the Managing Director in the first instance. It would then be dealt with appropriately, which may include, but is not limited to, terminating commercial relationships, disciplinary action and notifying the relevant authorities.

Steps

Bells of Lazonby carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its business or supply chains, including conducting a review of the controls of its suppliers.

Bells of Lazonby has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company takes the following steps to ensure that modern slavery is not taking place:

- All new employees are subject to pre-employment checks to ensure their right to work in the UK, and to confirm their identity.
- We adopt a Zero Tolerance to modern day slavery and human trafficking and will not knowingly support or deal with any business, supplier or organisation involved in slavery or human trafficking.
- We are committed to promptly and thoroughly investigate any claims or indications that a supplier of goods or services to the business is engaging in human trafficking or slave labour or is otherwise not complying with the requirements of its policy.
- We will raise awareness amongst employees of modern slavery issues to ensure that employees are aware of the requirements of our commitment and policy by providing training and awareness as appropriate throughout the coming year.
- Continued review of our supplier approval process, to ensure all clients, customers, supply chain, partners and stakeholders that we contract with, as applicable, are required to adhere to our relevant policies.
- New suppliers to our business will be required to confirm that there is no evidence of any act of modern-day slavery or human trafficking within their organisation, or that of their suppliers.



This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Tim Conder
Managing Director
Date: November 2023