



Puratos UK commitment to Ethical Trading

In everything we do, we want to be close to people: to bakers, pâtissiers and chocolatiers around the world; to the people we work with at Puratos; to our suppliers, other business partners and to the local communities where we are active. Throughout the years, we have developed a Puratos way of acting, based on trust and on our company values. These six values are our guiding lights that keep us on the right track. Team Spirit, Ethics and Quality are linked to “reliable partners”, Passion, Courage and Vision are linked to “innovation”.

Ethical Trading is at the heart of public awareness. Since Ethics is one of Puratos’ core values, we want to confirm our commitment to Ethical Trading and compliance to ‘The Modern Slavery Act 2015’ as outlined below.

- A.** We provide regular employment for our people, based on a recognized and formalized relationship. The contracts we offer are always in line with, or better, than national law and national social security practices.
- B.** Workers are entitled to a contract of employment that is written in a language they understand or to an adequate translation.
- C.** We strongly oppose slavery, abusive child labour practices or the employment of persons in hazardous conditions and as such ensure that we adhere to the Modern Slavery Act 2015.
- D.** There is no discrimination at the workplace in hiring, compensation, retirement, ethnic background, class, religion, culture, age, disability, gender, marital status, sexual orientation, political affiliation or nationality.
- E.** We do not allow any form of physical or psychological abuse. Sexual harassment, verbal abuse or other forms of intimidation are prohibited and would be sanctioned.
- F.** Within the Puratos Group employment is freely chosen; there is no forced labour and people are free to leave their employer after reasonable notice. The Group favours loyalty and creates opportunities for long lasting employment.
- G.** Wages and benefits are paid for work delivered and at least meet minimum national legal standards or industry benchmark standards.
- H.** We practice working hours that are not excessive and that are conform to local laws, regulations and benchmark industry standards. Overtime is voluntary and limited. Workers receive overtime pay when entitled, minimally in accordance with current local legislation.

- I. We provide training to newcomers and, where appropriate, training opportunities to existing staff.
- J. We respect freedom of association; all workers, without distinction, have the right to join or form trade unions. Puratos will always look at harmonizing the interests of the different stakeholders and will endeavour to avoid social conflicts. Whenever reasonably possible, Puratos will create working conditions that exceed what is legally required.
- K. The working conditions are safe and hygienic; we take adequate measures to prevent accidents, fires and injury by minimizing as far as reasonably practical the causes of hazards inherent to the working environment. Workers receive regular and documented health and safety training. Recurring training is provided to workers in hazardous areas. Access to clean toilet facilities and to drinkable water and, if appropriate, hygienic facilities for food storage is provided.
- L. We commit to minimally respect local legislation in respect of all environmental matters. When these are non-existent or developing, we adopt a voluntarist approach going beyond the regulations. Everywhere, Puratos maintains a transparent and constructive dialogue with the local environmental authorities.
- M. Hazardous chemicals and other substances are carefully managed according to local safety standards. They may only be used if handled correctly and considering environment protection. All raw materials, chemicals, waste etc. are stored according to local safety and environmental standards. Relevant discharge permits are obtained where required.
- N. Puratos commits to comply with applicable laws concerning bribery, corruption, fraud and any other prohibited business practices. Puratos shall not offer, promise or give any improper benefit, favour or incentive to any public official, international organization or third party.
- O. Puratos commits to comply with all specific competition regulations and laws.

Should Puratos become aware of non-compliances, corrective actions will be taken within a reasonable time frame.

Puratos will regularly evaluate and, if applicable, improve its policy and purchasing practices in order to facilitate suppliers' and subcontractors' compliance with the intentions of this standard.

Puratos supports positive actions to implement the requirements of this standard, to incorporate this standard into all of its operations, and to make the standard an integral part of its overall philosophy.

The above commitment constitutes a minimum standard for the Puratos Group.

We expect our suppliers and other parties involved in our business to comply with similar standards. It is understood that Puratos does not always have the opportunity to execute standard verifications regarding compliance of the above declarations.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Puratos UK Limited's slavery and human trafficking statement for the financial year commencing 1st January 2019 and ending 31st December 2019.

Signed and approved by



Julia Darvill
UK Managing Director



David Elmer
UK Operations Director