

# Annual Report 2022



BAKERY SCHOOL  
FOUNDATION

PRIVATE FOUNDATION

# CONTENT

Introduction .....	02
Bakery School Foundation.....	03
Selection process .....	21
Curriculum.....	25
Staff .....	26
Job placement .....	33
Corporate governance.....	36
Financial report .....	39
Overview .....	40

# INTRODUCTION

At Puratos, we help customers be successful with their businesses by turning technologies and experiences from food cultures around the world into new opportunities. Together we improve the lives of people and we protect the planet.

When Puratos started operating in India in 2008, it observed that its customers were struggling to find skilled labour. It appeared that the Indian education system was not providing appropriate training for bakers, pastry chefs and chocolatiers. It was also noticed that many kids on the streets of India were youngsters with little hope for the future whose parents were earning minimal wages (2US\$ a day at the most) with limited possibilities to invest in their children's education. This drove Puratos Group to find a way to combine the opportunity to develop skilled labour and tackle the education problem at the same time. This set the groundwork of the Bakery School Foundation who, together with non-governmental local organizations and partners, assures youngsters a promising future.

The foundation proposes a training program of two or three years to enable underprivileged youngsters to become bakers, pastry chefs and chocolatiers while committing to finding an employment for the pupils who graduate from the Bakery Schools. The Foundation now counts Bakery Schools in India, Brazil, Mexico, South-Africa, Romania, Portugal, the Philippines, the USA, Lebanon and many more to come.

This report will provide you with an overview of the evolution of our foundation in 2022.



Cédric Van Belle  
Chairman of the Puratos Board

Ingrid Baty  
President of the Bakery School Foundation

# BAKERY SCHOOL FOUNDATION



## Our Mission

We are committed to make a **significant impact on the life of an important group of underprivileged youngsters** by training them to become future Bakers, Patisiers and Chocolatiers.



## Our Vision

We believe that the growing Bakery, Patisserie and Chocolate sector will continue to have **a lack of well trained and skilled labour in the future.**



## The future by 2030

We will have opened  
**20 schools**



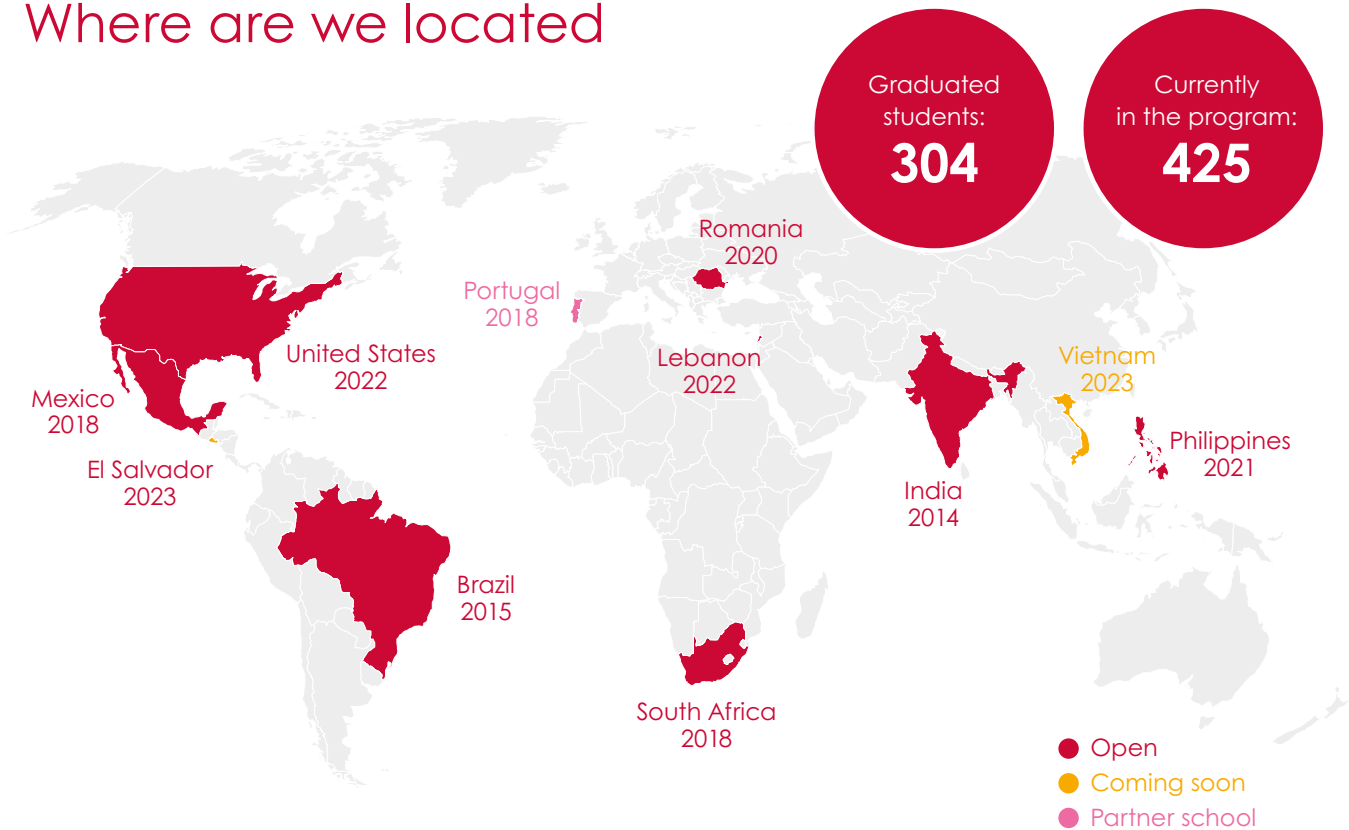
...and welcome

**1000  
students**

on a yearly basis.



## Where are we located



## The Bakery School Foundation and the Sustainable Development Goals



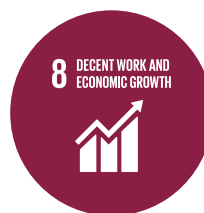
Through the creation of our Bakery Schools, we ensure job security for underprivileged youngsters to help them provide for their families.



Thanks to our Bakery Schools in India, Brazil, Mexico, South Africa, Romania, the Philippines, the USA and Lebanon our students enjoy quality education that leads to job opportunities.



By offering the course to everyone, we promote equal opportunities between female and male students.



By offering job security to all students that graduate from our Bakery Schools, 304 students graduated so far and have been employed by Puratos or one of its clients. Others prefer to open their own business or to pursue further studies.

## BAKERY SCHOOL INDIA

Puratos Sanskaar Foundation came into existence in 2014 and is being operated on the campus of Shiravne Vidyalaya and Junior College in Navi Mumbai. It aims to provide training and knowledge in the field of Bakery, Patisserie and Chocolate to underprivileged students in a state-of-the-art environment.

Mr. Peter Deriemaeker, Regional Director – Asia Pacific / Middle East / Africa at Puratos shared, *“Taking care of the communities where our companies are based, is one of the important initiatives at Puratos. The Indian Bakery School Foundation is a reflection of this; in our pursuit to enable a promising future for the children coming from underprivileged families.”*

Mr. Ashish Seth, General Manager India, Puratos Food Ingredients India Pvt. Ltd., said, *“Given India's growing love for Bakery, Patisserie & Chocolate items, there can't be a better time to enrich the talent pool in the industry by providing fully trained professionals. With a batch graduating each year, we are sure to add the right value and fill the skill void that existed for all these years.”*

In 2022 the Bakery School India continued offering theory classes online via zoom. For the practical classes, the teachers decided to share videos on how to make bakery and patisserie products in order to also pass on the practical knowledge of bakery and patisserie. The students were invited to replicate those recipes at home and to share pictures.

Of course, once the lockdown was over, the students attended the theoretical and practical classes back on-site to make sure that the students were completely up to date with the curriculum. The teachers and students successfully got to the end of the course with 6 students from group 7 graduating. Unfortunately the other students of that group were forced to leave the course due to the pandemic.



## Graduation of group 7 (2020-22)

As a graduation present the students received a bakery kit including a small oven, a mixer, some chocolate moulds, an icing nozzle set, an aluminium cake tin, a bread cutting knife, some piping bags, a cake base and a cake turn table.

## Student's testimonials

### Mangesh Shelke (Group 2021-2023)

*"My name is Mangesh Shelke and I got to know about the Bakery School India from Shiravane Vidyalaya college. The school's environment is very pleasant and we learn new products every day. The teachers are very supportive and they help us to boost our confidence. At the time of joining this course, I didn't know anything about the bakery industry but in the meantime I've learned so much and I'm eager to learn even more. Thanks to the Bakery School India for the opportunities given to students like us who wish to support their families and to become independent but don't always have the means to follow management studies due to the high fees. I am grateful to all the members of the Bakery School family. They are working so hard to make our lives better."*



### Bhakti Bhoge (Group 2022-2024)

*"I am Bhakti Bhoge from the current group 9. I have known about the Bakery School India since my school time. I became interested and I wanted to learn about the bakery and pastry industry so that I can stand independently and support my family after completing this course and getting trained under well experienced Chefs that bring out the best in me.*

*The learning environment is very good here, we have a lot of fun and we learn at the same time.*

*I would like to thank Bakery School India from the bottom of my heart to give me an opportunity to learn and grow. THANK YOU."*



The **Puratos Sanskaar Foundation** was established on June 3<sup>rd</sup>, 2016 in Mumbai to legally give support to the Indian Bakery School already existing since 2014. Established as a not-for-profit organization, Sanskaar Foundation's main objective is to provide knowledge and skills in bakery and confectionary to underprivileged youngsters near Nerul (Mumbai) and also to create awareness among them to become self-supporting by securing a job in this sector. A daily management of our Bakery School at Shiravane Vidyalaya & Junior College is in the hand of Ms. Pooja Dharod (School Director of Sanskaar Foundation, succeeding Mr. Arun Varma).

## BAKERY SCHOOL BRAZIL

A partnership between Puratos, Gol de Letra Foundation and SENAI technical institute created the Brazilian Bakery School in 2015.

Guillaume Bourneau, Market Director South and Central America: *“The success of the Bakery School in Guarulhos, and the undeniable impact of the program on the students, their family and their community, is an inspiration for the whole region. While the new Bakery School in El Salvador is welcoming its first cohort, we’re already looking at the following locations. Close to the Bakery School Foundation, we are passionate about putting our Purpose in action and make an impact for good on our communities and on our industry.”*

Flavio Momesso – General Management Brazil: *“Last December, we had the formal graduation of 20 students from our Bakery School in Guarulhos. I was truly a magic moment to see the students, with their own families, so proud of the achievement after two years of hard work. They started as students and lefts as Bakery professionals !! Improve the lives of people and taking care of our community are in the core of everything we do at Puratos.”*

With the idea of continuously improving, we started a new partnership in 2020 with Natasha Franco Vieira, professional education. This technical school was created in 2006 from a partnership between the Federal Government and the Centre for Social Assistance. Our course now is recognized by the Brazilian Department of Education which permits students in internship, reduction of public transportation, discounts in cultural activities such as movies, theatre and museums.

Moving our program to the technical school of Natasha offers our students the following advantages:

- The school has an excellent reputation as a technical school which will offer our students more job opportunities.
- The school offers besides the classes, internships in the bakery industry so they can already get a taste of the professional life as a baker.
- The course is recognized by the Ministry of Education.
- Students have the option to follow classes in the evening. This enables them to work during the day which leads to better retention rates.
- The school is experienced in recruiting students and social monitoring.
- The school is located closer to the neighbourhood of our students, so they spend less time commuting.

In December 2022, a second group of 18 students graduated. During the graduation ceremony, they presented what they learned during this two-year journey to a small audience of teachers, parents and friends.



A new group of 28 students was selected. They started the program in January 2022 and will graduate in December 2023.



## Student's testimonials

### Julia Nicolay França Silva (2022-2023)

*"Bakery School has changed my life completely, My name is Julia, I'm 20 years old, I found out about the project through a very dear friend, I did the whole process without any hope, because I didn't know what I wanted to do for my future professionally. That's when I joined. Since then all experiences and expectations have grown by 10000%. I started to do an internship in the field and it has been an incredible experience, towards new opportunities and new challenges. Thanks to Bakery School for this opportunity."*



### Jessica Cristina Gonçalves (2022-2023)

*"After starting the Bakery School program, I can say that I have really discovered myself. I remember my first production, when I was 8 years old. It was a pink bread that was harder than rock and my grandmother said that she could break a wall with it! I insisted until I got it right and she said that I was on the right track. And today I look and I see that I am. The bakery school opened infinite doors of knowledge, techniques, practices, studies and provided me with something very important that I know I will take with me for life. This opportunity brought me friends and good teachers and I know that each step on my path is prosperous. I hope that just as the Bakery school has been providing me with knowledge and showing me how full of life my future can be if I dedicate myself, that it can also show new students, parents and family members. Many thanks to all the teachers, the Bakery School, and my classmates who make this opportunity real and unique."*



**Gol de Letra Foundation** was established on December 10<sup>th</sup>, 1998 by former footballers Raí and Leonardo. In 2001, UNESCO identified the Gol de Letra Foundation as a model way of supporting children in situations of social vulnerability. The aim of the Gol de Letra Foundation is to provide a comprehensive education in a small micro territory (notably Vila Albertina, in São Paulo, and Caju, in Rio de Janeiro), based on integrating education practices and social assistance. The programs are geared to serve children, adolescents and youth, coupled with community development within their families. Gol de Letra represents a dream: the opportunity to contribute to the education of children and youth from socially vulnerable communities so that they have more opportunities and better life prospects.

**Natasha Franco Vieira Technical School** was created in 2006 from a partnership between the Federal Government and the Centre of Social Assistance – NGO religious entity. Almost 1.000 students are studying in areas such as Nursing, Aesthetic Care, Electronics, Computing and Business Administration and Bakery. Our program on Patisserie and Chocolate started in 2020. Their current courses are structured in a way that provides students the opportunity to be part of Apprenticeship and Internship Programs which helps to attract and retain students. The school has also a partnership with Help Alliance for training vulnerable underprivileged young people.

### Leticia Rodrigues Bernardo (2022-2023)

*"My name is Leticia, I'm 16 years old and honestly it exceeded my expectations. When many people think about a gastronomy course, they think that we only learn how to clean, cut, prepare and mise en place, I confess that I also thought that, but when I joined this course I realized that working requires much more than that. Step by step, it needs love, techniques, knowledge, skills, agility, etc. When the classes started, I could recognize the importance of theoretical classes, but not how to hold a knife, for example. Now I know that having good practices in a work environment, from sanitizing your hands correctly to working well in a team or being a good leader is equally important. Taking this course opened up my view of what it really is like to enter the labor market, whether in my area or not, it taught me techniques that I never imagined existed, it showed me how to be creative and, it showed us that we are capable of achieving our dreams."*



## BAKERY SCHOOL MEXICO

On August 21<sup>st</sup>, 2018 the Bakery Foundation inaugurated a third school in Tizayuca Hidalgo. The building, located on the premises of the children's home Rosas Rojas, includes one large classroom for theoretical classes and computer science and one large lab for the practical classes.

Paul Bakus, regional director North and Central America: *"At Puratos, our goal is to work with others to improve the lives of people as we protect the planet. As part of this commitment, we work in harmony with the communities we are a part of and invest in providing life-changing, education opportunities. Our Bakery Schools are an excellent example of this commitment in action. It is tremendously rewarding to see the Bakery School students in Mexico transform into the Next Generation of bakers in our industry."*

Alejandro Alvarez Wittman, General Manager Mexico: *"We are proud to see the evolution of our Bakery School in Mexico. Already 3 generations of students are or have been part of this fantastic journey. We are so proud to see them learn, improve and become active members of the society. The Bakery School reflects our bold aspiration to build a better world and deliver opportunities for those in need."*

On December 8<sup>th</sup>, 2022 the graduation of the students of the second generation took place, this after having overcome the most difficult part of the pandemic. Out of 24 students that started the course, only 10 had the perseverance and strength to see their dreams come true by reaching the end of the course after almost three years.

*Their family and friends were present at the ceremony, as well as the management body of Puratos Mexico and two well-known personalities within the bakery industry, Chef Carlos Ramírez Roure and Chef Alan Avith Tercero, who were the godparents of this generation of students."*



## Student's testimonials

### Aiko Vanessa Guzmán Rico (2022-2024)

*"Hello my name is Aiko Vanessa Guzmán, I´m part of the new generation of the Bakery School Foundation México, being here makes me feel happy. It is a dream since I was a little girl. I need to say that in the beginning I didn't feel supported by some of my loved ones, but I really love this profession, so I can´t allow myself to give up. I'm really motivated to become a great baker and pastry chef, no matter how many obstacles I need to overcome. Getting accepted in this school is a dream come true, so now that I´ve the opportunity, I´m going to make the most of it. Each day I learn something new, the interaction with teachers and classmates is always amazing because the classes are Incredible. This place makes me feel like home, each day my motivation is bigger, and I want to grow more with the learning of new things, being here reminds me of the importance to follow your dreams, never give up and enjoy the process."*



### Javier Rodríguez Vicente (2022-2024)

*"Hi how are you? My name is Javier, I´m one of the students from the new generation at the Bakery school México. Thanks to this opportunity I´ve found a profession where I feel comfortable. I'm really getting passionate about the bakery industry because I learn new recipes each day as well as different culinary techniques. I love making bread figures and pastry decorations. I'm so happy that I got this opportunity and it is a pleasure to learn a job for which I have a lot of appreciation and passion. I also got to know the greatest people, I have wonderful teachers and classmates that makes going to school fun. In the bakery school I´ve also found the way to solve some personal troubles. The teachers showed us that everything is possible if we just believe in ourselves. They encourage us and today I feel really proud about what I've achieved so far and I'm so happy to belong to the Bakery School community in Mexico."*



## BAKERY SCHOOL SOUTH-AFRICA

The Bakery School offers the students an educational, an emotional, and a social journey that shapes them into young adults and most importantly into future bakers, pastry chefs and chocolatiers. Over the course of two years, they transform into responsible individuals contributing to their families and local communities.

Nigel Philips, General Manager Chipkins Puratos: *"In South Africa we are proud to have embarked on the bakery school project which allows us to help young people who come from an under privileged background get a great platform for a successful career in our industry. There is a significant skill shortage in the country and the bakery school allows us to contribute to addressing this challenge for the industry."*

The two-year program's objective is for the students to obtain their matric (Grade 12) certificate together with a NQF 2 industry recognized baking certificate. After having graduated, some students will be hired by Chipkins Puratos and the other students will be offered employment at one of Puratos' customers.

The second group of 24 students started the two-year program in 2020 and graduated on March 3, 2022. Some were offered employment at our customers stores for retail experience. We selected 3 students to join Chipkins Puratos as Junior Bakers. After the 12 months learnership contract they were given permanent contracts at Chipkins Puratos.

Our third group of 24 students started the two-year program in 2021 and will graduate on February 27, 2023. The fourth group of 25 students are currently our senior students that will graduate in 2024. The fifth group of 25 students has been recruited and will graduate in February 2025.

Besides all the inconveniences caused by the Covid-19 pandemic during the 2021 academic year, the teachers and staff of the Bakery School South-Africa ensured that all elements of the program were achieved. The 24 students from the class of 2020 met all requirements, and they received their Bread and Flour Confectionery Baking certificate during the graduation ceremony on March 4, 2022.

Everything is currently back to normal at the Bakery School South-Africa.



The class of 2023 just started with the program on the 1st of February 2023. We are looking forward to teaching these kids and grooming them to be better people in the future. We encourage them to follow the footsteps of the those who joined before them.

## Student's testimonials

### Lebogang Ntuli (2021-2022)

*"Hello, my name is Lebogang Ntuli, I am 17 years old and a student at the Bakery School SA. What I have learned at the Bakery School is that you must face the circumstances you come across with a positive attitude and always be passionate in what you do. You must always be encouraged by your work.*

*We are encouraged by our teachers to always work hard when it come to our studies so that our parents can be proud of us, be consistent in the work we do at the bakery school so that we can be future bakers and owners of bakeries."*



### Kgabo Moloto (2022-2023)

*"Greetings my name is Kgabo Moloto. I am a 17 year old student at Masisebenze and also a senior student at Bakery School South Africa. I was selected to be part of the class of 2022 when I was in grade 10 in 2021. I am so excited that when I finish my matric, I will also be graduating for NQF level 2 Qualification in Bread and Flour Confectionary Baking. What we are taught at bakery school is not only related to baking but also how we should conduct ourself as young people so we become better people in the future. We are treated as family members and when one is struggling at home, they do help us with groceries as well. I will forever be grateful for the opportunity I was given. Thank you."*



## Testimonial of a mother

### Nonhlanhla Motshagi

*"Greetings, my name is Nonhlanhla Motshagi the mother of Malaika Mtshagi who is a student at the Bakery School, she started with the program in 2021 she was supposed to start in 2020 but unfortunately she failed her grade 10. With God's grace she worked hard and finally in 2021 she was accepted. Bakery School has changed my child's life a lot because now she's more disciplined and made new friends at the Bakery School. We are grateful to the teachers for everything they are doing my daughter loves and respect all the teachers very much. When we have our parents meeting one thing, I appreciate is that we get feedback about our kids s performance and behavior, we are thankful as parents. Thank you Bakery School South-Africa."*



# BAKERY SCHOOL ROMANIA

Bakery School Romania aims to provide the right support to underprivileged teenagers from Romania by offering specialized courses in the bakery industry and thus, creating the much needed skilled workforce for the baked goods industry, for Puratos and its customers.

Gabriela Beres, Regional Director Central and Eastern Europe: *"The Bakery School Romania started in 2020 with a first school in Tartasesti. In 2022 we opened a second one in Cluj and were able to welcome 61 students. The start-up, during the global pandemic, was not easy as the students needed to be taught online. But they made it through and it gave us even more energy to continue and to create an even bigger impact on our students' lives and on our communities."*

On September 14th, 2020 our fifth Bakery School opened its doors in the small village of Tartasesti and was set-up in partnership with the local technological high-school.

For the first time, a Bakery School will offer its students a "Dual education system", in partnership with a local high-school, allowing them to have a school-based knowledge and put them directly into practice.

The main benefits of the dual system partnership are:

- Theoretical and practical classes are integrated in the standard schedule of the high school.
- At graduation, they will receive an international certified diploma issued by the Ministry of Education.
- Students receive a monthly scholarship (from both the High School and the Bakery School), based on their attendance to the classes and grades.
- Teachers are being paid half by the high school and half by the Bakery School Association.

In September 2022, 29 students joined the Bakery School Romania: 18 in Tartasesti and another 11 in Cluj-Napoca city, where we opened a satellite school with a local high-school. We've took our learning from the previous experiences and during summer-time we have rolled-out selection interviews with parents & children that send in their application to join the bakery school. We can proudly say that we have a selection of well prepared and high motivated students in the third generation. They are ready to commit themselves to a career in the bakery industry.

We have now a total of 61 students enrolled in the program, 3 generations of students in Tartasesti and Cluj-Napoca, and we plan to onboard two full classes of 24 students in September 2023. To support our ambitions, we are constantly organizing fundraising campaigns and we collaborate with top customers to achieve donations, sponsorships, create awareness for the program and internships for our students.

## Student's testimonials

### Sonia Sidonia Pripon (2022-2025)

*"Even before I joined the Bakery School, I liked to help my mother preparing cakes. Although I'm just a beginner and I don't know so much about this industry, I want to learn how to bake many delicious cakes and desserts under the guidance and supervision of the Bakery School teachers. I wish that after graduation I will be able to work in a confectionery or pastry laboratory to make amazing cakes, so I can fulfill my wish of bring sweet smiles to the faces of those who will taste my cakes."*



### Irina Natalia Matei (2022-2025)

*"I've been a fan of cooking and confectionary since I was a little girl. I planned to enroll in the Bakery School, but I wasn't sure. I wanted to develop my culinary skills, to prove to my parents that my passion for confectionary is real. That is how I ended up at the Bakery School. I am very glad to be part of this wonderful community. I met wonderful people, and I learned a lot about the secrets of confectionary. At first, I was disappointed, I felt that I couldn't do nothing and that everything went wrong but like I said, I had great people who really believe in me. In the future, I want to be a great confectioner, to have my own confectionary and to be able to bring a smile to people's faces. The Bakery School gave me the opportunity to create a bright future."*



## BAKERY SCHOOL PORTUGAL



In 2018 Puratos Portugal partnered with Casa Pia in Lisbon. Casa Pia is a Public Institution, whose mission is to integrate young people in society by offering educational programs, quality vocational training and a committed professional integration. Puratos has foreseen the necessary equipment for the bakery and patisserie course, and we make sure that the equipment is well maintained. The technical advisor team of Puratos Portugal trains and supports the teaching staff of Casa Pia and each year they provide 100 hours of technical training to the students.

## BAKERY SCHOOL PHILIPPINES

On September 23rd, 2021 the Bakery School Philippines opened its doors and the building facilities were blessed. On October 4th, followed the official opening of the classes for the first group of students.

Mr. Bernard Poplimont, General Manager Puratos Philippines, *“Caring for our community, our industry and contributing to its professionalization while giving chances to under-privileged children is such a privilege. Our top priorities for Puratos Philippines is to contribute with positive impact to people, community and equal rights opportunities for all. Our employees are so engaged with this initiative. We are just grateful.”*

The first group of students successfully passed their exams and are currently in their last year. They are expected to graduate in August 2023. To attract a new generation of students, an open house was organized where the students of the first generation showed their skills and shared their experiences. A second group of 19 students was selected and they have started the journey to become bakers, pastry chefs and chocolatiers.





## Student's testimonials

### Mary Joy (2021-2023)

*"Thank you to the Bakery School Philippines for helping me to discover my passion for baking and patisserie. When I finished senior high school, I didn't know what course to take in college but then I heard about the school and I tried to enroll. I was lucky because I was one of the chosen ones. The Bakery School was a huge help because I can't afford to go to college, and I really want to pursue a career. Because of the Bakery School, I discovered a lot about myself, and I can see a bright future ahead of me. Thank you very much to the Bakery School Philippines for the opportunity they gave me."*



### Laurence Belardo (2021-2023)

*"I would like to thank the Bakery School Philippines for giving the opportunity to all of the students to achieve their dreams. I am also grateful to our instructors because of their hard work and dedication to mold us into excellent bakers and pastry chefs in the future. I have learned a lot through the course of our program, not just about skills and techniques but more importantly, about having the right attitude and professionalism. As months passed by, it made me realize how the foundation is able to help many underprivileged youngsters in making their dreams come true. I hope that there will be more Bakery Schools in the future to give people with a passion for baking an opportunity to learn and develop their skills."*



# BAKERY SCHOOL USA

On September 7, 2022, the Puratos Bakery School Foundation and Puratos USA opened the first U.S. Bakery School at Pennsauken High School in Pennsauken, New Jersey, 5 minutes away from the Puratos USA Headquarters.

Pennsauken High School is a highly diverse public high school in New Jersey, serving about 1200 students in the 9<sup>th</sup>-12<sup>th</sup> grades. The school boasts of strong vocational programs such as automotive technology, carpentry, culinary arts electrical trades, among others. The Bakery School is a perfect addition to this list of career and technical offerings designed to provide students with employable credentials in high-demand fields right out of high school.

Seamlessly integrated into the high school curriculum, the four-year program consists of 1,600 hours of classwork in the disciplines of bakery, patisserie and chocolate and equips students with the practical knowledge and skills necessary for immediate employment. At the end of the program, the students will receive a Certificate in Baking & Pastry and an industry-recognized certification from the Retail Bakers of America. The curriculum provides students with hands-on experience through internships, both at Puratos sites and at industry partner plants and bakeries. Additionally, there will be guest lectures from industry experts, as well as field trips, work sessions in bakery environments to introduce students to the professional baking world, allowing them to see and explore real-life applications of their learnings.

The American Bakers Association has identified in their recent Workforce Gap Study that access to highly skilled, flexible workforce is the top business concern for the bakery industry. The new facility and program in Pennsauken High School will introduce skilled baking expertise into an industry that needs a sustainable pipeline of talent while providing life-changing opportunities for young people in the region. Even while in its infancy in the US, the program has been awarded Best in Baking top honors for Workforce Development at the 2022 International Baking Industry Exposition (IBIE) in Las Vegas, NV USA.

*"We are thrilled to have the next Bakery School located at Pennsauken High School, just steps from our U.S. headquarters,"* said Andy Brimacombe, President, Puratos U.S. & Pennant Ingredients. *"We see a need in skilled talent to fill leadership positions in bakeries and baked goods manufacturing throughout the country. The impact these students can have on our industry and we on their futures is exponential."*

The inaugural class of fifty-nine students were welcomed into the program through a symbolic White Coat Ceremony where each one received a chef coat to mark their induction into the school and the growing global community of Bakery School students.



## Student's testimonials

### Shiann Moore (2022-2026)

*"In the last months, I've made pizza, baguettes, brownies, cinnamon rolls. Every day, we learn something new, and I am always excited to come back for more. We support our school community by sharing what we make in class with fellow students and teachers. With the skills that I am learning, I plan to open a food truck or a pastry shop and have fun while doing what I love."*



### Jayleen Arias (2022-2026)

*"I love this program and look forward to it every day! I like the way we work in teams as we bake bread and pastries together. We also collaborate with other classes. For example, we made pizza with the Culinary Class and learned from each other. I am not good at meeting new people, but this class brings everyone together. I am happy to be part of the Bakery School and committed to finishing the four-year program. When I graduate, I want to open a bakery or catering business with my family."*



## BAKERY SCHOOL LEBANON

On November 14<sup>th</sup>, 2022 we celebrated the opening of our 9<sup>th</sup> Bakery School in Lebanon. The school was created to honor and memorialize Mr. Issam Hachwi and it will contribute to the development of young people from disadvantaged families. The school aims to provide life-changing opportunities to youngsters and make a social contribution to the communities where we are present.



### Student's testimonials

Malak Al Arab (2022-2024)

*"Hi, my name is Malak Al Arab. My experience at the academy has been amazing so far. I am very happy that I got the opportunity to be a student here and forge my way towards a great path with the help of amazing people. Baking has been a huge part of my life; it makes me extremely happy. I want to thank everyone who helped me through this and made it possible. It means the world to me and I will forever be grateful for the memories and many things I am learning. With time and hard work surrounded by my friends and teachers, I hope I can make everyone, including myself, proud in the future with everything we did and learned together."*



### Ali Ayyad (2022-2024)

*"My name is Ali Ayyad. At the beginning of this journey I was lost but in the meantime I have become someone that is full of ambitions and dreams. This was already a big achievement for me because we live in a country where dreaming has become difficult. They say you need to be motivated and go after what you want but there should be someone by your side who sees your potential, that wants you to achieve and that believes in your abilities and ambitions. And this is what the Bakery School did. It feels great to be given this professional opportunity and this under the wings of expert chefs. I discovered that this world is endless and very wide, which made my ambition stronger and bigger. I've finally found my path. I believe in myself now, and because of all those awesome people who support and guide us, I am confident that this journey will open all the locked doors in front of me."*



### Rama Chehab (2022-2024)

*"I am Rama Chehab, one of the students of Issam Hachwi bakery school of Lebanon. The Bakery School has so far been an amazing experience. It helps to build my skills and to become an excellent baker and pastry chef. The teachers made me believe that my dreams can come true. Every day we learn new recipes & new techniques. It really motivates me to do better every single day. I've made it my mission to become a well-known baker or pastry chef within in industry."*



## FUTURE SCHOOLS

In 2023 we have already foreseen to open two more schools. In January 2023 we started to build a new Bakery School in Santa Ana, El Salvador, together with our partner, Via Don Bosco, a Belgian NGO with a lot of expertise in the area of technical and vocational education. The classes started on February 13 and will take place in the buildings of Puratos El Salvador for the first 4 months until the building is ready to welcome our students. The school is foreseen to be operational by April 2023.

The school in Vietnam is foreseen to open in September 2023 and will be located in Binh Duong.

# SELECTION PROCESS

Admission to the Bakery School is primarily based on a student's motivation and commitment, but parents are also involved in the selection process. The foundation has an equal opportunities policy for boys and girls.

A call of interest in applications is normally made to the public schools in the surrounding areas. This is a change for potential candidates to discover the project and learn more about the courses while understanding the opportunities and challenges of a career in the sector of bakery, patisserie and chocolate.

We make sure to respect the following:

- Gender equal opportunity policy.
- 14 to 22 years old.
- Student or high-school graduate.
- Selected according to the degree of social vulnerability.
- Full parental commitment and support.

## SELECTION PROCESS IN INDIA

Students who are interested in joining, must fill in a form to share information about their family's social and financial situation. Once the form has been completed and submitted, these applicants are then individually interviewed to assess their motivation and interest to become a baker or a pastry chef. This allows a first selection to be processed. The parents of the shortlisted students are then interviewed to allow the foundation to gauge their support, leading to the final selection of the students who will be admitted into the program.

The students are asked to pay a fee of INR 200 (€3) per month for a period of 23 months (INR 4.600 - € 70). Once the course is completed, at the time of the graduation the foundation pays back double the amount, or INR 10.000 (€142).

So far 106 students have graduated from the Bakery School in India and 44 are currently enrolled in the program.

## SELECTION PROCESS IN BRAZIL

The Bakery School in Brazil is promoted among public schools, NGOs, Puratos customers in order to attract as much candidates as possible. Thanks to a partnership with the Education Directory in Guarulhos, 80 public schools received posters to promote our school and the principals of those schools received a letter with more details about our program. Another 3 schools received the visit of Cida Campos, the representative of the Bakery School, to interact with the students and tell them all about a career in the bakery industry. The online subscriptions started in June. A total of 220 youngsters send in their application online.

In São Paulo, the Gol de Letra Foundation, visited 20 high schools to introduce the course and deliver flyers explaining the aim of the course. Through Gol de Letra another 27 students subscribed to the program.

During the selection process the students received lots of information, videos and testimonials of former students to motivate them to invest in this career path. The students are asked to send in a motivational letter. From the letters received a first selection is made and invited for an interview at the school together with their parents. Information on the social background of the students is collected and the final selection was done in December.

So far 96 students graduated from the Bakery School in Brazil and 52 are currently enrolled in the program.

## SELECTION PROCESS IN MEXICO

Students who are interested in joining the Bakery School in Mexico are invited for an interview with the director of the school. They need to be accompanied by one of their parents or a tutor and are asked a series of questions about their family's social situation and they are presented an admission exam. Afterwards the students are interviewed individually and asked about their motivation and reasons to join the school.

Once accepted, the students and parents are invited to a meeting where the guidelines of the school are explained. The school expects complete involvement from the parents and guardians so they can motivate their children during the two-year program.

So far 27 students graduated from the Bakery School in Mexico and 36 are currently enrolled in the program.

## SELECTION PROCESS IN SOUTH-AFRICA

Students of grade 10 of Masisebenze Secondary School and interested in the Bakery program, are gathered in the hall of the school, where explanation is given about what the program entails, the curriculum, as well as the benefits for the students. The students are asked to write a motivational letter as to why they should be part of the program.

They also need to provide details on their background and socio-economic factors.

The Bakery School team then evaluates and selects students based on their level of interest to the program. Short listed students are called in for an interview in the presence of their parent/guardian whereby we get to know the student personally and get insight about the student from their parent/guardian's perspective. It is mandatory and critical for the parents to be there, as the Bakery School team highlights the expectations, while maintaining focus of their normal schoolwork. They will have a key role to play in the student's attendance, performance and will have to ensure homework and study is monitored to ensure sustainability of our Bakery School model.

The final step of the selection is conducting interviews with the students' class teacher, to understand the behavior of the student in the classroom environment. This year we have incorporated psychometric evaluations into our selection criteria to ensure all students in the program will be a fit with our bakery school culture.

Since the inception of Bakery School SA 100 students were enrolled in the program, 3 learners have dropped out (97 learners are actively enrolled) and 75 have graduated.

## SELECTION CRITERIA ROMANIA

The selection of future bakers and pastry chefs begins every year in April-June, and it involves field visits to nearby secondary schools, together with the principal of the high school to present the Bakery School program & its benefits to potential future students. If the context allows it, open door events can be organized on the premises of the Bakery School as well as presentations in secondary schools. Every new generation will start its training in September.

The main advantages of onboarding the Bakery School are emphasized during each presentation: the commitment to find jobs for them after graduation, extra-curricular experiences, such as visits to large accounts customers & practice session at different producers, as well as the school facilities – well equipped laboratories, located in the premises of the high school of Tartasesti.

In July, based on the grades accomplished during final exams (mandatory to graduate secondary school), potential students can apply to onboard the Bakery School. Afterwards we organize an interview with each student and parent, and we select the ones strongly motivated.

Keeping in mind our mission to provide professional training for underprivileged youngsters, different admission criteria must be compliant with:

- Students between the ages of 14 to 17.
- 8<sup>th</sup> grade graduated at the time of enrollment.
- Students coming from families with an average monthly income per family member not exceeding the minimum wage in the last 3 months or orphaned by one/both parents or one/both parents who have gone abroad.
- Maximum grade on behavior evaluation in the last semester.

Students who want to apply, submit their application to the partner high school, where they opt for the Bakery School mixed class of bakers & pastry chefs. They present documents proving that they meet with the above-mentioned criteria. If all the places in the school year are filled, the local team will analyse the applications submitted and will also require a letter of motivation in order to be able to decide which of the students enrolled will be accepted.

According to the partnership agreement, each student receives a monthly scholarship of 40 euros approximately from the Bakery School Foundation, as well as 40 euros from the Ministry of Education. The scholarship is not paid if the students have more than 20 unexcused course absences per month at the specialized classes (theory and practice) organized by the Bakery School. If they have more than 30 absences, they may be expelled or moved to another class or high school. These rules are decided by the management team of the Bakery School Romania.

## SELECTION CRITERIA PHILIPPINES

The selection process for Bakery School Philippines is headed by their partner foundation, The Consuelo "Chito" Madrigal Foundation or CCMF. Social workers from their team visit the communities and reach out to other foundations, public schools, and local government units for potential students. Same to CCMF, Bakery School Philippines' board also extends its help in looking for possible students by tapping the nearby communities where the Puratos Philippines office is located.



An open house event is also being organized by the Bakery School Philippines to further promote the school and its vision. Principals, Government officials, and even high school students are invited to this event. During the event, enrolled students prepare snacks for the guests and some students also give a short talk about their experiences during in-house training. By showcasing our scholar's skills, it is easier for everyone to understand what the Bakery School Philippines can offer.

Holding in mind our quest to deliver professional training for underprivileged young people, admission criteria must be conformed with:

- At least 18-22 years old
- At least High School Graduate/ ALS Passer
- Physically Fit
- Can communicate in English- written or oral
- Willing to undergo training classes

Students who want to apply, submit their application to the partner foundation. They present the following documentary requirements:

- 2x2 Picture
- Copy of Birth Certificate
- Copy of High School Diploma or Proof of Highest Education attained.
- Certificate of indigency
- Vaccination Certificate
- Family Portrait
- Accomplished BSPH Application form

An initial interview is done by the CCMF Social Worker before endorsing the candidates to a one-on-one interview with the members of the screening committee. Members include the CCMF Director, Puratos Philippines HR Manager and Bakery School Philippines Program Coordinator. This is a significant action that lets the Bakery School admission team to assess their goal. Deliberation is done by the screening committee to make sure that the candidate truly deserves the scholarship. Once the list is final, a letter of acceptance is then sent to the chosen scholars.

## SELECTION CRITERIA USA

Pennsauken High School has a diverse range of Career and Technical Education (CTE) offerings for students to choose from. High school students work with their academic advisors and guidance counselors to select the most suitable program for them, based on their interest.

Being a new program at the High School, the Puratos US team took every opportunity to promote the Bakery School within the local community, from holding career talks at for 8th graders at the middle school to hosting 100 interested students for hands-on sessions and tours at the Puratos US Headquarters

Three months before the official Bakery School opening, the program had more students than expected for its first year, with 39 rising 9th graders signed up for the 4-year program and 20 11th-12th graders who are taking the course for extra academic credits.

## SELECTION CRITERIA LEBANON

The Bakery School Lebanon collects data from NGOs, public school and orphanages. Out of 400 applications, 25 students (13 girls and 12 boys) with different nationalities (Lebanese, Palestinian and Syrian) were selected.

A first selection of candidates was invited for an interview where they discussed their passion for the bakery and patisserie industry. Afterwards they were asked to submit a motivational letter and extra information on their social and financial background. During the interview they were accompanied by at least one parent or a guardian to ensure their commitment.

Keeping in mind our mission to provide professional training for underprivileged youngsters, different admission criteria must be compliant with:

- Students between the ages of 15 and 22
- Students coming from families with a difficult social and economic background.

## CURRICULUM PROVIDED AT OUR SCHOOLS

The program is divided into four semesters and spreads over two years amounting to approximately **1.600 hours and 36 subjects**.

We wish to offer an intensive yet adapted learning curve to our students while acknowledging that many of them are new to the world of bakery, patisserie and chocolate.

We start by explaining the equipment, ingredient interaction and role of commodities before moving to more technical and practical lessons. This all helps our students to face the market reality. Lessons are given in decoration with vegetable cream, chocolate tempering, frozen technology concepts, sourdough baking and much more.

Courses on hygiene and food safety, good manufacturing practices, food quality, storage and shelf life, food labelling, raw materials and ingredients are also given.

Our curriculum also offers courses on English, digital communication, how to display and present finished goods as well as people and sales management, basic finance, nutrition and worldwide trends.

Field activities provide students with a thorough understanding of the 'on the ground' reality. Therefore supermarket, bakery and industry visits as well as, internships and immersion in the Puratos subsidiaries are organised.

# STAFF

The specially selected teachers at the Bakery School are not only experienced in the technical areas of bakery, patisserie and chocolate making, but also in computers, finance, presentation and soft skills such as teamwork and communication. Selection is also based on being able to effectively motivate and encourage students towards continuous improvement.

## TEACHERS IN INDIA

Two teachers (Vipin N.V. and Paritosh Kapur), one administrator (Sheel Iyer) and one Director (Arun Varma) work for the Puratos Sanskaar Foundation.



**Vipin N.V.** studied Hotel Management before working for 11 years in various five-star hotels and on cruise liners. Before joining the foundation, he was lecturer at Ramnath

Payde College of Hotel Management where he taught Food Production and Baking.



**Paritosh Kapur** obtained his B.Sc in Hotel Management from Punjab Technical University. After graduating he worked at the Hotel Radisson Windsor and then as a Pastry Chef in Garlic

& Green and Franco Phone for five years. He then joined the Innocent Heart Institute of Hotel Management as a Bakery Instructor for two and a half years before joining Puratos Sanskaar Foundation.

## MANAGEMENT IN INDIA



**Arun Varma** worked in the pharmaceutical industry for 34 years in companies like Glaxo and Sanofi in the areas of sales, management and training. His main responsibility is to manage the day-to-day operations of the school. This includes liaising with the school authorities and customers for industrial training and placement of the students while also offering training such as grooming, etiquette, communication, selling skills and teamwork.



**Pooja Dharod** graduated in B.Sc. in Hospitality Studies from Mumbai University. After 2 years of vocational training in Bakery and Confectionary from SNTD University, she worked as a Bakery Faculty in various hotel management colleges for around 6 years. The last 3 years she worked at Sarjena Foods PVT LTD as a New Product Development Head before joining Puratos Sanskaar Foundation on August 17<sup>th</sup>, 2022. She was under training with Mr. Arun Varma for 4 months before his retirement and took charge of the Bakery School India as from December 16<sup>th</sup>, 2022.

## TEACHERS IN BRAZIL



**Renata dos Santos Cruz** graduated in nutrition with a specialization in Applied Human Nutrition and Nutritional Therapy with 18 years of experience in the areas of institutional food,

with emphasis on food service management and sanitary hygienic quality control. She has been a teacher in technical and professional courses since 2011. She also works as a nutritionist freelancer in industries, bakeries, and other institutions. She brings her experience in the market and inspires the students with her stories.



**Celio Ribeiro** graduated in gastronomy and sourdough. Celio has more than 30 years of experience in bakery and patisserie. He worked as a volunteer in the Help Alliance project

as a bakery teacher. In July 2022, he joined the Natasha School as a chocolate teacher. He also works at Sky Chef Catering.



**Paula Cristina Lourenço** is a nutritionist and worked in large supermarket chains such as Cencosud, WalMart, Pão de Açúcar, Vivenda do Camarão in the area of development

and marketing. She has been working with the students in organization and coordination of production routines, food safety, marketing and entrepreneurship.



**Nicole de Siqueira** graduated in Communication in radio and TV and worked in this sector for 7 years. However, baking was her true passion, so she started her studies at SENAI in bakery, patisserie and chocolate. Once

graduated, she started a small food business. She also studied Human Resource and worked in this area for 4 years. Volunteering and social projects are part of her life: during the pandemic, with the SENAI colleagues, she started producing cakes and bread to donate. Her rich background in communication and HR has been helping her as a teacher to gain more ownership and creativity to give theoretical classes as personal marketing, selling techniques, how to present products, leadership programs etc. She introduced a new initiative that helps the students to become better leaders. Each week she chooses one student to be head baker. It teaches them how to plan, organize, and work in team during the practical courses. All the rest of the students follow his/her directions.



**Simone Tobo** graduated in nutrition from Guarulhos University and holds an MBA in Food Management Quality, with a specialization in functional nutrition and cancer prevention from the State Educational Center

of Paula Souza. She gained experience as a teacher at Anhanguera and Guarulhos University. She also worked as a nutritionist for the department of quality control and regulatory affairs for a food company. She is a speaker at corporate events and develops materials for distance learning courses. She currently works as a clinical nutritionist with a focus on aesthetics and oncology. She started in the first semester at Natasha Franco Technical School in 2022.

## MANAGEMENT IN BRAZIL



**Cida Campos** holds a Master Degree in Communication and Marketing and prior to joining the Bakery School, she worked as a Marketing Manager at Puratos Brazil for 19 years. In September 2016 she was invited to lead the Brazilian Bakery School. She organized the graduation of the first generation of students and made the recruitment for all the following groups of students. Since then she has organized 6 graduations, brought extracurricular activities and she has been promoting the program at public schools, NGOs, food

events etc in order to attract more students and strengthen the selection process. She also was responsible for moving to the Natasha Technical Institute.

## TEACHERS IN MEXICO



**Alejandro González**

graduated in gastronomy from the University of the Claustro de Sor Juana and has worked in the food and beverage industry as a chef in a retail restaurant

in Mexico City. His teaching career began in the general direction of educational television, where he has been teaching nutrition and food courses for 5 years. He has also collaborated with the administration of industrial dining rooms in the interior of Mexico.



**Antonio Sánchez**

graduated in gastronomy from the Centro Universitario Internacional de México, and has worked as a sous-chef at the San Francisco Restaurant

in downtown Mexico City. He has previous working experience as a bakery teacher and in international cuisine.

## MANAGEMENT IN MEXICO



**Gerardo Zarco** graduated in Gastronomy from Universidad del Valle de México and has worked in the restaurant industry as a sous-chef and has taught different classes, courses and subjects related to gastronomy at renowned institutions such as Corbuse Gastronomic Institute and the Universidad del Valle de México. He has also collaborated in the publication of several journal articles and TV programs in Mexico. Before joining the Bakery School he held the position of Academic Director at the Instituto de Gastronomía de México. He also holds a master's degree in business administration MBA.

## TEACHERS IN SOUTH-AFRICA



**Emily Motaung** has 5 years' experience in the baking industry. She obtained her NQF level 2 and NQF 3 qualification on a baking learnership with Chipkins Puratos. She was later

promoted to be a facilitator/teacher. She is currently enrolled with MANCOSA for a course in HR.



**Thulani Makhanya** has 20 years of experience in the baking industry working as a confectioner, baker, and cake decorator. He joined Chipkins Puratos in March 2021.



**Jeanette Letsoalo** graduated from the University of Limpopo with an Honors degree in Human Resource Management (for 5 years). She has been part of the Bakery School journey since inception. With this experience and knowledge, she continues to be the link between all stakeholders, including the parents and our valued partner, the Gauteng Department of Education and Masisebenze Secondary School.

## MANAGEMENT IN SOUTH-AFRICA



**Richard Kuppam** has been in the baking industry for 20 years. He worked for various retail groups in South-Africa, then left to open his own training company that focuses primarily on skills development, where he served as a director. He is an accredited assessor, moderator (NQF level 5 and 6), also has an Advanced Diploma in Business management and is in the second semester of his BCom Honors Human Resource Management. Richard also assists the Food and Beverage Sector Training and Education Authority as an external

moderator, where he approves new service providers into this sector. He serves on the South-African Chamber of Baking's training committee. He is also part of a special team instrumental for developing the new baking qualification in South-Africa.

## TEACHERS IN ROMANIA



**Gorina Gheorghe** teaches the theoretical classes for bakery and has many years of experience in the educational system, as well as a research scientist in the industry.



**Ruxandra Proca** teaches the theoretical classes for confectionary and comes from the private food industry, holding of the years the position of Production Director or Research and Development Director.



**Manuela Dascalu.** After over 20 years in management positions in the financial-banking system Manuela found herself at a turning point in her life. She realized

that she gets joy from the smiles and the joy of those around her. She transformed herself into a pastry chef that has a true passion for the art of making bread and pastries. She combines the tradition that comes from the past as well as the new techniques that continuously develop in this sector.



**Cristina Stancu** joined the Bakery School in September 2021 and is responsible for the practical classe of the confectionery program.



**Ana Musa** also joined in September 2021 and she is responsible for the practical classes of the bakery program.

## MANAGEMENT IN ROMANIA



**Mihaela Banulescu** took up the role of Project Manager for the Bakery School in Romania in January 2021. Mihaela graduated from Valachia University in Romania with an Economics diploma. Her professional experience comes from financial companies she worked for 10 years (financial leasing company and banks). For the last six years before starting the Bakery School project, Mihaela was involved in different project volunteering for foundations in DR Congo and Haiti. The project that she coordinates at the moment brings her very close

to her previous experience with students in Haiti. She puts all her energy in this project , she is very dedicated and she feels honored that she can use her abilities and skills to improve student's lives.



**Francesca Campian** is the Project Manager for the Bakery School in Cluj. She joined the team at the end of 2022. Result orientation, team spirit, passion, vision, responsibility and organization are some of the values that have guided her in here career. Her career was varied and focused on different fields such as customer relations, sales, food, research and development, back-office, marketing, different volunteer programs. She likes to acquire always new knowledge and confidently accepts a new challenge, setting clear objectives

for achieving results. She is proud to be part of this project and this amazing team that is investing in the future of the baking industry.

## TEACHERS IN PHILIPPINES



**Alexii Dominique Fadul** or “Chef Alec” obtained an education degree from the De La Salle University Manila. During the course of working in the corporate

world, she grew fond of dining out and trying new cuisines, this curiosity led to the urge to learn how to cook and bake better. She pursued a Diploma in Culinary and Pastry Arts at Global Academy, to further enrich her knowledge and skills in the industry. The training led to the development of her skills in both hot and pastry kitchens. In the early years of her career, she spent honing her skills in five-star hotel kitchens. Worked in Singapore for two years cooking for semi-fine dining restaurants. Chef Alec joined Bakery School Philippines as a way to give back to what the food and beverage industry has given her. To inspire and share her knowledge with aspiring bakers of the future.



**Princess Teresa Hermo** or Cess is the newest Administrative Assistant Bakery School Philippines. She's working with the Head Pastry Chef in all administrative works,

assisting students with their concerns and ensuring that the campus is well-maintained. Prior to joining the Bakery School Philippines, she held several jobs, such as a college instructor teaching Business Management. She also worked as an administrative assistant in the field of property management for 2 years. She has been also chairman in her church and reaching out to those less fortunate is the thing that makes her heart happy. And that's why she joined the team.

## MANAGEMENT IN PHILIPPINES



**Anna Katrina Unite Pascual**, or “Chef Kat” built her culinary career molded by numerous mentors and experiences. In 2005, as a young culinarian fresh from an internship, Chef Kat developed her skills in different food and beverages establishments. Later on she moved to become a baking and pastry instructor at Global Academy where she stayed for a number of years. During her tenure, she also held the positions Baking and Pastry Arts Program Head and New Programs Manager. Chef Kat also competed in local and international

culinary tournaments where she took hold of numerous medals. She continues to participate in bread and pastry workshops and shares her learnings with her students. As an educator, she has mentored, lead and inspired baking and pastry enthusiasts, workers, and entrepreneurs towards their goals and the fulfillment of their dreams and aspirations.



## TEACHERS IN USA



**Kendall Elliott** comes to the Bakery School USA with over 30 years of combined experience in pastry, bakery management and teaching. He is equipped with an Associate Degree in Culinary Arts and a strong background in the hotel and restaurant industry, as well as community-based and educational institutions. Most recently, Kendall was the head pastry chef at the Merion Hotel in New Jersey, where he also managed the bakery department and catering hall. For ten years, Kendall served as pastry chef, instructor and bakery manager at

Respond, Inc., a community-focused charitable organization in Camden, NJ. Respond, Inc provides services for children, youth and seniors, and enables underprivileged citizens to become self-sufficient members of society. Throughout his career, Kendall has demonstrated a genuine passion and talent for sharing his know-how and skills, regardless of the role he is in.

## MANAGEMENT IN USA



**Braden Cadenelli** has a background in B2B and B2C bakeries and pastry facilities in multiple channels within the bakery industry where he worked

with some of the country's largest retailers. He uses this experience to lead the teams of Pastry Chefs, Bakers, and Chocolatiers who create inspirational finished goods around market trends. As Senior Manager in charge of the 6 Innovation Centers in the US he is focused on sustainability by creating greener innovation centers and training the bakers of the future in the bakery school program.



**Brenda Fermin Ramos** is Director of R&D and responsible for product development, innovation and business support for Puratos USA Fillings and Decors. She holds a Masters

in Food Science from the University of Maryland and has been with Puratos for 18 years. In addition to providing technical leadership and helping our customers be successful, Brenda is passionate about service and community impact. She leads Puratos for Purpose CSR initiatives, including the Puratos US Bakery School.

## TEACHERS IN LEBANON



**Chef Issam Antar** has been working for 17 years as a technical advisor at Bano-Puratos. He is responsible for the theoretical and practical classes for bakery and patisserie.



**Mohamed Khaled Hachwi** joined the Bakery School as a social media trainer. He holds a master degree in digital marketing, social media, communication and brand strategies as

well as a bachelor's degree in administration, economics and management. Previous to joining the Bakery School, he worked as a youtube channel manager as well as social media director and senior community manager.



**Lilyan Akkawi** holds the role of English teacher. She has a Master's degree in English from the Lebanese University as well as a Bachelor's degree in English literature. Before joining the Bakery School Lebanon, she worked as an English teacher in private schools.

## MANAGEMENT IN LEBANON



**Dima Saleh Hachwi** is the School Director and she is also responsible for the Food Safety course. She holds a Master's degree in Education research as well as a Bachelor's degree in industrial chemistry. Before joining the Bakery School she worked as a teacher and coordinator in a private school.

# JOB PLACEMENT

The Bakery School Foundation has made a very important commitment to ensure that the students that graduate from the Bakery School find a job. The students have the opportunity to work either with the Apprentice Program at Puratos or be hired as a professional beginner in the network of Puratos' customers.

The final employers of our graduates are very impressed by the quality and efficiency of their work. Some of them have even asked to be listed as permanent potential employers in the future.

## JOB PLACEMENT IN INDIA

From the total of 6 students that graduated in 2021, 5 started to work in the bakery industry and 1 student decided to pursue further studies.

## What do the students and employers think?



**Esha Bhyde (2020-2022)**

*"My name is Esha, and I recently graduated. I joined the Bakery School India during Covid time which initially was quite difficult. Classes took place online and we got less practical experience. After lockdown however, we got the chance to come to school and we were given hands-on training. At the time of our final assessment, Ms. Pooja invited some possible employers to the school where we prepared some of the products. I was selected by*

*Delightful foods pvt ltd. I was very happy to accept their offer of working with NPD Chef. I've been working for 4 months and gaining a lot of experience. I am also completing my further studies on communication. I am grateful to the Puratos Sanskaar Foundation, Bakery School India to provide this opportunity for nourishing my future."*

### Comment of Chef Kevin NPD, Chef at Delightful Foods PVT LTD (employer)

*"Esha is a very good learner, her grasping power is unrecognizable. She is keen towards her work: we are happy to have a dedicated employee like her."*

## JOB PLACEMENT IN BRAZIL

2022 was a year full of opportunities. Job opportunities were offered to those students that were unemployed. Some students decided to start working from home, selling cakes and other specialities via digital stores, others started working at some our customers and some decided to continue studying. Two students were invited to join Puratos' recruitment for apprentice in February.

### What do the students think?



Rafael de Santana Santos

*"This course helped me to learn a profession. Thanks to it, I am able to improve my knowledge. Due to my experience with the Bakery School, life became a bit easier. I was employed by Comercial for the past six months and I've been very happy here. I loved learning from all the teachers who spent over two years with us, sharing their techniques and knowledge. I also liked the Puratos Technical Advisors who took some of their time to teach us. In fact, it was an*

*honor to have met the Puratos Chefs. It was simply a unique experience. Thank you so much for everything: Bakery School, Natasha School Team. I hope to meet everyone again."*

## JOB PLACEMENT IN MEXICO

The students who started the course in 2019 and were foreseen to graduate in 2021, finished their program in August 2022. They entered their internships and 10 students graduated in December 2022. Most of them have been employed in the meantime.

### What do the students think?



Mónica Rivera Gómez (2020-2022)

*"Hello, my name is Mónica, I recently graduated together with my fellow classmates in December 2022. I would like to share*

*with you my experience at the Bakery School Mexico. For me the most important thing is that it didn't feel like school. I had fun every day learning each day new things. The school provided us with the knowledge necessary both in human resources as in gastronomic education. The provided us with a solid base to go out, into the world. The teachers made sure to pass on their techniques and knowhow to learn to develop all the different bread and pastries. I realized that it is a blessing to enjoy what you are do. Thanks to the teachers at the Bakery School to motivate us and help us throughout this journey and to go after our dreams."*



Santiago Torres Delgado (2020-2022)

*"My name is Santiago, but all the people call me Santi. I recently graduate from the Bakery School*

*México in December 2022 together with some of my classmates. What I took from being a student at the Bakery School is to be proud of what you achieve. I'm really happy that I was given the opportunity to study at the Bakery School. Thanks to all the chefs, the teachers and my parents. One of the most difficult parts of this journey, was the pandemic, but with some effort and dedication,, I was able to reach the end. I feel a lot of gratitude to the foundation and to those who made it possible, because thanks to that I can get a job where I'm completely happy and growing each day."*

## JOB PLACEMENT IN SOUTH-AFRICA

Out of the 24 students of the class of 2019, 3 students showed consistency and great performance throughout the 2-year journey. They were crowned as the top performers, and they were employed by Chipkins Puratos. The 3 students have completed their YES learnership program in November 2021 and they were given a permanent employment contract by Chipkins Puratos.

5 of the other 14 students that were on the YES program will be offered a job opportunity at one of our retail customers and the remaining 6 students decided to pursue further studies in Food Science. Once they have completed their studies, they will enter an internship program and be integrated into the Chipkins Puratos family.

To date Chipkins Puratos has permanently employed six students, 3 for class of 2019 and 3 from class of 2020. Other learners have been employed by our customers with most of them furthering their studies in different institutions.

## What do the students think?



Nhlanhla Khoza (2020-2021)

*"Hello, my name is Nhlanhla Khoza, and I am 20 years old. Bakery School SA has played a big role in my life since I joined in 2020. Am smiling as am saying this because am currently where I have always wanted to be ever since I joined. I graduated in 2020 and I am working at Chipkins Puratos as a Junior Baker. When I first started at Bakery School, I had set goals for myself, and I knew that the only way to achieve those goals, was that I needed to work hard. My goal was to do the best I could as I was motivated by our fellow students from the previous class of 2019. I will forever be grateful for this wonderful opportunity and wish that all the young boys and girls in Tembisa could join the Bakery School and learn to be better people in society and in our families."*

# CORPORATE GOVERNANCE

The Bakery School Foundation private stichting/fondation privée is an initiative of the Puratos Group, with headquarters in Groot-Bijgaarden, Belgium. The Bakery School Foundation was established on 26 December 2017 by three founders, all associated with the Puratos Group:

- Puratos Group NV
- Puratos NV
- Coprem NV

The Bakery School Foundation is the successor of the previously existing Bakery School Foundation VZW/ASBL. The previous foundation (VZW/ASBL) was established on 18 May 2016. The Foundation has taken over all activities, assets and liabilities of the previous foundation (VZW/ASBL) as from 27 December 2017. The previous foundation (VZW/ASBL) was liquidated on 28 December 2017.

## OBJECT

The object of the Bakery School Foundation is as follows:

- Setting up and promoting teaching and education; organizing teaching, training and support in developing countries.
- Promoting the concept and practice of fair trade.
- Contributing to the social, economic and ecological sustainable development of disadvantaged persons in developing countries.
- Assisting all other good works and welfare works, without any distinction, and in particular the teaching and education of disadvantaged children in developing countries.
- The specific activities through which the object of the Foundation is achieved include, among others: establishing and participating in similar non-profit Foundations in developing countries, establishing and managing bakery schools for disadvantaged children, encouraging employment.

The object of the foundation can only be amended by the founders unanimously.

## MEMBERS

Any person who supports the objectives of the Association may apply to become an associate member. The Board of Directors will take a discretionary decision on such applications for associate membership.

Any person who supports the objectives of the Association, whether or not as an associate member, may, on the proposal of at least two members, be accepted as a working member by decision of the general meeting, taken with a majority of three-quarters of the votes cast.

The general meeting comprises all working members. All working members have the same voting rights; each working member has one vote.

Working and associate members pay the same annual membership fee. The amount of this fee is determined by the general meeting. To enable more interested people to become a member, the fee may never exceed five hundred (500) euros.

In June of each year the Board of Directors submits the financial statements for the previous financial year, together with the budget for the following financial year, to the general meeting for approval.

At this general meeting an explanation is also given of how the Association has contributed towards its objectives.

## BOARD OF DIRECTORS

The Foundation is managed by a Board comprising at least three members, elected by the general meeting for a term of three years. The directors may or may not be members of the Association and may be removed at any time by the general meeting.

The Board of Directors who manages the Foundation, is responsible for the day-to-day management and the implementation of the programs and activities.

On average, the Board of Directors meets every quarter to discuss the activities and future strategy of the Bakery Schools. Directors with a conflicting proprietary interest must abstain.

In 2022 the Board of Directors met on March 14, May 18, October 03 and December 16.

From its establishment and throughout 2022, the Board of the Association consisted of the following persons:

- Chairperson: I. Baty
- Secretary: C. Surdiacourt
- Treasurer: J-P. Michaux
- Board Members: S. Bouvy, M. Valls

The members of the Board of Directors are authorised to commit the Association validly, through two Board members acting jointly, in compliance with the Articles of Association.

The directors are assisted in their tasks by the following volunteers:

- Communication: K. Mouvet, Group Internal Communication Mgr.
- Legal & fiscal support: R. Straetmans, Legal and Tax Director
- Financial support: J. Segers, CSR coordinator  
G. Tieleman, Accounting Manager
- Human Resources: P. Naveau, Group Compensation & Benefits Mgr.
- Head management team: C. Surdiacourt, Group Customer Technical Support
- Administrative support: L. Van Ginderdeuren, Management assistant

The directors and these volunteers were chosen for the diversity of their experience and knowledge. The presence of representatives of the Puratos Group ensures that the philosophy of the founders is upheld.

Neither the board members nor the volunteers receive any remuneration.

The accounting of the Bakery School Foundation is outsourced to the financial services department of Puratos. The latter does not receive any compensation for this service.



# FINANCIAL REPORT

Balance sheet	
Bakery Schools properties (buildings & equipment)*	€ 320.466
Bakery Schools properties (buildings & equipment)**	€ 215.544
Cash	€ 79.024
<b>Total assets</b>	<b>€ 615.034</b>
<hr/>	
Equity*	€ 115.013
Equity**	€ 215.544
Payables	€ 284.477
<b>Total liabilities</b>	<b>€ 615.034</b>
<hr/>	
P&L	
Bakery School Operating costs*	- € 478.930
Fundraising costs**	- € 257.386
Donations received*	€ 478.930
Donations received**	€ 257.386
<b>Net Result</b>	<b>€ 0</b>

\* The schools in India, Brazil, Mexico and the Philippines are directly financed by the Belgian Bakery Foundation.

\*\* The schools in South-Africa, Romania and the USA are financed by Puratos Group NV.

# OVERVIEW

India Senior class (2021-2023)



India Junior class (2022-2024)



**Brazil Senior class (2021-2023)**



**Brazil Junior class (2022-2023)**



Mexico Senior class (2021-2023)



Mexico Junior class (2022-2024)



South-Africa Senior and junior class (2021-2023 / 2022-2024)



Romania Students (senior and junior) at Tartasesti



Romania Junior class at Cluj



Philippines Senior and junior class (2021-2023 / 2022-2024)



**USA** Junior class (2022-2026)



**Lebanon** Junior class (2022-2024)





[www.bakerschoolfoundation.com](http://www.bakerschoolfoundation.com)

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