

## **Pin-It Pastry Policy on Modern Slavery**

Modern Slavery Act 2015 is a piece of legislation that impacts UK businesses.

At Pin-It Pastry, we do not tolerate slavery or human trafficking in any part of our business and are committed to ensuring that it does not take place in our supply chain. We implement and enforce effective systems and controls to mitigate this risk.

Section 54 of the Modern Slavery Act 2015 speaks directly to firms trading in the UK with an annual turnover greater than £36 million, Pin It Pastry work to achieve all the requirements, although the Section does not apply to our business.

### **Our Business**

We can confirm there are no forced labourers and/or trafficked persons working in our business.

### **Our Supply Chain**

We have reviewed our purchases to understand the nature of our suppliers. These include consultants and companies providing a wide range of goods and services to help us deliver our aims and objectives.

- For any supplier we work with who fits the criteria outlined with the law, it is our policy to ask them to provide an annual Slavery and Human Trafficking Statement.
- We ask them to consider all types of workers, from full-timers to seasonal staff to contractors and ensure all workers, including ours are being paid at least the appropriate minimum wage and are not subjected to excessive working hours or unsafe working conditions.
- For those that use agency, seasonal or temporary staff, ask the agent for proof that the workers have a legal right to work in the UK.

### **Future Suppliers**

We will carry out risk assessments for new suppliers to consider the likelihood of maltreatment of staff or other unsatisfactory factors. This may mean that we decide not to work with them or seek further information, or assurances, before proceeding. For new suppliers where a higher risk is identified:

- If the supplier is required to comply with the Modern Slavery Act 2015, we will review their own published policies on modern slavery.
- We will apply appropriate vetting procedures, based on the level of risk identified, to ensure we are comfortable that any risks involving slavery can be identified and addressed promptly.

## **Our policies in relation to the Modern Slavery Act 2015**

The following policies are available to all staff in the company handbook:

- Code of conduct
- Ethics policy
- Whistleblowing policy
- Bullying and harassment policy
- Diversity and inclusion policy
- Recruitment and selection policy