BAKELS

BAKERY INGREDIENTS SINCE 1904

5.14 Human Rights Policy

Name of Policy:	Human Rights Policy
Section:	Standards of Conduct
Responsibility:	All Managers
Department:	All Departments
Location:	All Offices

Policy Introduction

At Bakels, we are dedicated to fostering a culture where every individual is treated equally with respect, integrity, and dedication. We strive to uphold human rights within our business, throughout our supply chain, and in the communities where we operate. Our commitment to ethical practices and respect for our long history and heritage is at the heart of everything we do. We are committed to respecting the Ethical Trading Initiative (ETI) Base Code, which is founded on the conventions of the International Labour Organisation (ILO) and is an internationally recognised code of labour practice. As well as the OECD Due Diligence Guidance for Responsible Business Conduct and UN Guiding Principles for Business and Human Rights.

Diversity, Equity, and Inclusion and Freedom from Discrimination

AB is committed to treating all employees and contractors equitably, ensuring a workplace free from discrimination. We do not tolerate discrimination based on gender, transgender status, age, sexual orientation, religion or belief, colour, nationality, national origin, disability, marital status, or trade union affiliation. Every part of our business adheres to this principle, in line with our Equal Employment Opportunity and Anti-Discrimination Policy, which describes Bakels' dedication to diversity, equity, and inclusion. We strive to create a working environment where everyone feels valued and respected as individuals.

Fair Working Conditions

AB is committed to providing fair working conditions for all employees, regardless of their position within the company. We ensure that every employee is treated fairly and honestly, providing them with written particulars of their employment. We pay wages that reflect equal pay for equal work, considering local market conditions. Bakels is dedicated to exceeding or meeting national minimum wage requirements and complying with national regulations on working hours, ensuring a fair and supportive working environment for all.

Freedom of Association and Collective Bargaining

AB recognizes and respects the right of our employees to freely choose whether to join a trade union or similar external representative organization. We support collective bargaining when employees are represented by a legally recognized trade union. We comply with all national and applicable laws regarding freedom of association, ensuring that employees can exercise these rights without fear of reprisal, intimidation, or harassment.

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Elimination of Forced, Compulsory, and Child Labour

AB is committed to eliminating illegal child labour, forced, trafficked, or bonded labour. Our recruitment policy includes thorough checks on age and eligibility to work, against child labour, modern slavery, and human trafficking.

Health, Safety, and Wellbeing

AB prioritizes the health, safety, and wellbeing of our employees and visitors. Our robust health and safety processes include clearly defined responsibilities, effective communication and training, risk assessments, and the implementation of appropriate controls. We provide internal and external support mechanisms for physical and mental wellbeing and maintain our standards for occupational health and safety.

Suppliers

Bakels' Ethical Conduct Policy outlines our expectations regarding human rights, including the elimination of forced and compulsory labour, prohibition of child labour, provision of equal opportunities, and opposition to discrimination. We require suppliers to adhere to this code, with any breach being grounds for contract termination. We conduct due diligence to avoid complicity in human rights abuses and strive to prevent adverse human rights impacts through our activities and business relationships.

Raising Concerns and Addressing Issues

AB's whistleblowing policy encourages employees and business partners to report concerns about the application of our Code of Business Principles or business practices, including human rights issues. Concerns can be raised internally anonymously. We do not tolerate retaliation against anyone reporting concerns in good faith. We have remedial processes in place to address human rights infringements and are committed to continuous improvement in identifying and responding to concerns.

Monitoring and Reporting

AB monitors and reports on our human rights commitments and efforts. We publish an annual **Modern Slavery Statement**, outlining our steps to combat modern slavery and human trafficking in our business and supply chains.

Need more information?

- Policy 5.05 – Equal Employment Opportunities and Anti-discrimination Policy
- Contact Human Resources
- Modern Slavery Statement