

Modern Slavery and Human Trafficking Statement



Introduction

Bowman Ingredients Limited is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

Our organisational structure and operations

Bowman Ingredients Limited is a manufacturer of cereal-based food coating systems. The original 'Bowmans' company was established in 1857 as a family-run milling business and is run today by our CEO, the great-great-grandson of the founder.

Our company has its head office in Hitchin, Hertfordshire, UK. Bowman Ingredients sources raw materials and packaging from many regions around the world, the majority of which are sourced from within Europe.

We employ around 200 people in the UK across four sites in Hertfordshire and Bedfordshire. In July 2020 we completed a greenfield project to open a new production facility in Wroclaw, Poland.

We have an annual turnover of circa £60m.

Policies relating to slavery and human trafficking

Our Ethical Trading Policy and our Sustainability Plan reflect our commitment to implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains, and to acting ethically and with integrity in all our business activities and relationships.

We ensure that our suppliers are aware of our policies and take appropriate measures to ensure that our suppliers adhere to the same high standards. We are working towards ensuring all our suppliers are members of a supply chain management platform, Sedex (Supplier Ethical Data Exchange).

Our policies have been based on the Ethical Trading Initiative base code which is founded on the conventions of the International Labour Organisation and is an internationally recognised code of labour practice.

Risk assessment

Through the Sedex platform and our own supplier audit procedure we assess which of our own activities and supply chains represent the highest risks in respect of slavery or human trafficking. We recognise there is a risk of modern slavery in all parts of the supply chain from where raw materials are made or grown through to the workers manufacturing our products.

To mitigate this risk we have a system of checks and controls in place to identify high-risk areas in our supply chain. Depending on the risk assessment of the manufacturer's operation we may use self-assessment questionnaires, Sedex registrations, SMETA

and/or third-party audits or audits by a Bowman Ingredients team which may include visits to supplier's manufacturing sites. We will also consider suppliers use of the initiatives of Stronger Together and the standards of the British Retail Consortium.

Our typical recruitment process for Operative roles is to use agency workers for a minimum of twelve weeks before offering a permanent contract of employment. Our labour providers are licensed by the Gangmasters & Labour Abuse Authority (GLAA) and licences are checked annually. We have introduced auditing of labour providers via self-assessment questionnaires and randomised interviews with agency workers are planned for 2021. We are committed to working with labour providers who understand that they are on the frontline of combatting modern slavery and have robust recruitment processes in place to prevent slavery and human trafficking.

Training and Awareness

We work with the Stronger Together programme to ensure key employees are given an appropriate level of training to raise awareness and understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and any issues which may arise.

In 2020 Stronger Together training was provided to the HR team, Production Managers, Warehouse and Logistics Managers and Group Quality Assurance Manager. Further training will be provided to Shift Leaders in 2021. Stronger Together posters are displayed around sites in numerous languages to provide information and contact numbers should employees or agency workers have concerns about modern slavery.

Through our whistleblowing policy we are committed to making provision for the protection of those who whistle-blow in relation to an issue of modern slavery and will support anyone who raises genuine concerns in good faith, even if they turn out to be mistaken. Any concerns communicated anonymously will be accepted and treated seriously.

Monitoring of our Ethical Trading Policy

We will annually review and monitor how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.



Rory Bowman

25 September 2020

Chief Executive Officer