

## Modern Slavery and Human Trafficking Statement



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending December 2022.

### 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. Bowman Ingredients was acquired by Solina Group in October 2020. Solina Group is a leading European producer of savoury solutions for the food industry, with expertise in seasoning, wet sauces, plant-based applications, and functional meat solutions.

Bowman Ingredients sources raw materials and packaging from many regions around the world, the majority of which come from within Europe.

We employ around 220 people in the UK across three sites in Hertfordshire and Bedfordshire. And a production facility in Wroclaw, Poland, employing 83 staff. We are also in the process of building a new production facility in Biggleswade.

We have an annual turnover of circa £71m.

### Policies relating to slavery and human trafficking

The Solina Supplier Code of Conduct ensures awareness of human rights and modern slavery considerations throughout our supply chain.

The Solina Code of Ethics reflects 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 our business activities and relationships.

Through a Supplier Approval Procedure, we ensure that our suppliers are aware of our policies including the Solina Supplier Code of Conduct. We continue to work towards ensuring all our raw material 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.

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.

Our labour providers are licensed by the Gangmasters & Labour Abuse Authority (GLAA) and licences are checked annually.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith even if they turn out to be mistaken. We are committed to ensuring no detrimental effect is suffered by anybody who reports a suspicion of modern slavery in any part of our business or our supply chain. Concerns can be raised through our Whistleblowing Policy. The Solina Whistleblowing Group Policy includes facility to anonymously report concerns via an anonymous online reporting portal and telephone line, Your Voice Matters, operated by an independent third-party.

### **Actions undertaken in 2022**

Further online training carried out on Solina Group's Code of Ethics.

Modern Slavery training completed by members of Engineering, Operations and HR teams.

### **Actions for coming year**

Audits of Labour Providers and third-party service providers providing cleaning and security services.

Interviews with Agency Workers to ensure they are receiving the pay rates, terms and conditions reported by Labour Providers.

Further roll-out of Code of Ethics and Stronger Together training.

Data checks looking for potential causes for concern such as multiple colleagues living at the same address or with the same bank account.

Lead Auditor training for Quality team in July 2023 to be followed by a review of practices to further strengthen the auditing of suppliers for modern slavery and human trafficking.



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Alex Masih, Managing Director