

Modern slavery statement

Organisation

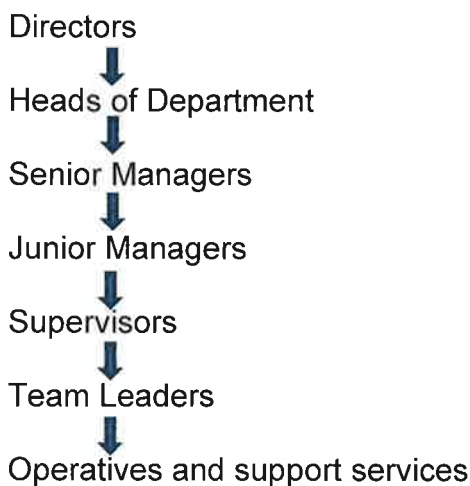
This statement applies to The Cake Crew Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2023/2024.

Organisational structure

The organisation is a public limited company owned by 3 shareholders.

Governed by a Board of Directors consisting of three shareholders and 2 statutory directors.

The structure of the company as follows:



The organisation is based in one location in Bala, North Wales with a factory and a number of office and logistics buildings.

The organisation is concerned with the manufacture and supply of cupcakes and similar products to retailers through the UK. Demand for our products are consistent throughout the year but with seasonal peaks.

The labour supplied to the Organisation in pursuance of its operation is carried out wholly within the United Kingdom. Mainly at our site in Bala with some hybrid and remote working alongside national travel to drive and maintain customer relations.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking.
- forced work, through mental or physical threat.
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse.

- being dehumanised, treated as a commodity, or being bought or sold as property.
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the supply of ingredients and packaging from various suppliers in both the United Kingdom and Europe. The supply chain consists of incoming raw materials, packaging items and indirect usage items. Also, we transport finished goods to off-site warehouses and customers. The incoming supply chain will include manufacturers and supply agents and, as such, will also they will also interact with lower tier suppliers too.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in its overseas supply chains because they involve the provision of labour in a country where protection against breaches of human rights may be limited, and in the use of external labour providers.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.
- measures in place to identify and assess the potential risks in our supply chains.
- undertaking impact assessments of our services upon potential instances of slavery.
- creating action plans to address risk to modern slavery.
- training is provided to staff on modern slavery during induction.
- Audits of third-party labour providers are carried out annually and only those who are regulated by the ALP are used.
- Work in cooperation with the GLAA is any suspected cases of modern slavery are suspected.

Policies

The Organisation has the following policies which further define its stance on modern slavery:

- Ethical Policy [..\Policies\POL 4003 Ethical Policy.docx](#)
- Statement of compliance of modern slavery in the supply chain [..\Policies\POL 4015 Statement of Compliance Modern Slavery and the Supply Chain.docx](#)
- Human Rights Policy [..\Policies\POL 4020 Human Rights Policy.docx](#)

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 21st Sep 13

Signed: 

Print name: TERRI ROBERTS

Job Title: HEAD OF HR

