



## **CHERRYTREE BAKERY**

### **Modern slavery statement**

### **FINANCIAL YEAR 2025**

### **INTRODUCTION**

This statement applies to actions and activities during the financial year 1<sup>st</sup> August 2024 to 31<sup>st</sup> July 2025.

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 or 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.

Cherrytree Bakery acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015 and this statement is made in accordance with Section 54 (1) of said act. We understand that this requires an ongoing review of both our internal practices in relation to our labour force and, additionally, our supply chains.

Cherrytree Bakery 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 Cherrytree Bakery in the pursuance of the provision of our own services is obtained by means of slavery or human trafficking.

### **Organisational structure**

Cherrytree Bakery Ltd is a privately owned family business, that is a food manufacturer of muffins, brownies, traybakes, chorley cakes and shortbread, employing approximately 196 colleagues across our operation. The organisation operates on two manufacturing sites, which are connected in Burnley, Lancashire, supplying products into various channels, including coffee shops, supermarkets, restaurants, hotels and pub chains and discounters. Products are sold under the retailer's own brand, Cherrytree brand or an otherwise agreed brand with our customer. We also produce Co-branded products. We supply by products into the animal feed industry.

The scale and scope of our business and our people allow us to react quickly to the changing needs and demands of our customers, while allowing us to remain committed to ensuring the safety and welfare of our employees, agency workers contractors and suppliers.

## Supply chain structure

In order to fulfil our activities, the main supply chains of Cherrytree Bakery include those related to the supply of food manufacturing ingredients and packaging from various suppliers in the UK and tier 2 suppliers outside of the UK. We understand that some of Cherrytree's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

We require all raw material and packaging suppliers to either report through the Sedex Ethical Trading system or to fully comply with the ETI base code and requirements of the modern slavery act.

## Organisational policies

Cherrytree Bakery has the following policies which further define our stance on modern slavery and our commitment to human rights:

- Modern slavery policy – how we work to ensure that our business and our associated supply chain adhere to the highest standards and to proactively identify and tackle all forms of slavery and human trafficking.
- Recruitment policy – eligibility to work checks in the UK for all the employees to safeguard against human trafficking or individuals being forced to work against their will and payment being made directly to them.
- Anti-slavery, forced and bonded labour policy - explains how our workforce can identify instances of this and how they report it and sets out the company's stance on modern slavery and human trafficking.
- Ethical trading policy – demonstrates our commitment to implementing the principle of the ETI base code
- Whistleblowing policy - All employees know that they can raise concerns about how they, their colleagues are being treated and practices within our business or supply chain without fear of reprisal.

## Assessing and managing risk

Cherrytree Bakery considers its main exposure to the risk of slavery and human trafficking to potentially exist in tier 2 suppliers, due to raw materials/ingredients being sourced from countries where the provision of labour protections against breaches of human rights may be limited.

However, we believe the risk is mitigated by using an approved supplier list. We conduct due diligence on all suppliers before allowing them to become approved suppliers, this includes utilising the Sedex system, where we require all raw material and packaging suppliers to report through it or complete a self-assessment questionnaire that has specific questions relating to modern slavery/ETI base code and a site audit.

Cherrytree Bakery are Sedex members and are audited regularly to SMETA standards.

## Due diligence

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At Cherrytree we recognise that either direct or indirect employees at our company are at potential risk of Modern Slavery/Human Trafficking. Therefore we use guidance from responsible recruitment toolkit when recruiting to identify modern slavery risks.

Our agency labour providers are all licenced by the Gangmaster & Labour Abuse Authority (GLAA). We also have an auditing programme in place of these providers. Any potential new agency providers are audited prior to services to ensure compliance.

We have a whistleblowing policy that is communicated to all employees/agency workers, and is signposted in the company handbook, canteen screens and all notice boards.

Our suppliers use Sedex where we can check for their labour standards, compliance in general that is relevant to modern slavery and human trafficking.

## Training

Our staff are trained in the requirements of the ETI base code. Our Key Senior Management employees have participated in training for “tackling modern slavery in UK business”.

## KPI's

Cherrytree Bakery has set the following KPI's to monitor its effectiveness in ensuring modern slavery is not taking place in our business or our supply chain.

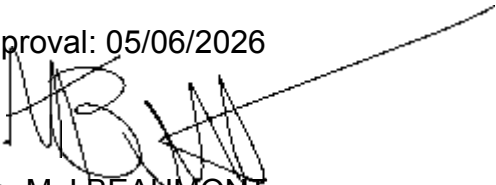
- No modern slavery or human trafficking incidents have been reported/ identified within Cherrytree Bakery or our supply chain.
- No whistleblowing cases related to modern slavery issues were received.

Cherrytree Bakery does not have a modern slavery compliance officer, However all concerns regarding modern slavery should be addressed to the HR manager, who will then undertake relevant action with regard to Cherrytree's obligations.

This statement had been approved by the Board of Directors and signed by the Managing Director, who will ensure that it is reviewed and updated annually.

Date of approval: 05/06/2026

Signed:



Print name: M J BEAUMONT

Job Title: MANAGING DIRECTOR

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