



# Modern slavery statement

## Introduction

This statement applies to Geary's Bakeries Ltd (referred to in this statement as 'Geary's'). The information included in the statement refers to the financial year ending December 2023 and is published in accordance with Section 54 of the Modern Slavery Act 2015.

Geary's recognise that modern slavery is an indefensible violation of an individual's human rights and is committed to preventing slavery and human trafficking in all of its activities. We require the same commitment from every supplier that we work with.

Geary's is committed to preventing slavery and human trafficking in its corporate activities, by ensuring, as far as possible, that our supply chains are free from slavery and human trafficking and that we trade ethically with our supply chain partners.

## Organisational structure

Geary's operates in the UK and has two bakeries in Leicestershire. We are an entrepreneurial private bakery business supplying major retailers and foodservice customers. We aspire to be the UK's first choice for affordable high quality artisan bread at scale - unbeatable for quality, service, innovation and value-for-money.

We have a proud and successful heritage stretching back 100 plus years, but we have a modern outlook and big ambitions. Geary's is controlled by a board of Directors and run by Josh Wesson (Managing Director) with the assistance of Jason Geary who is the 4<sup>th</sup> generation master baker in the Geary family. In 2019 we received significant investment from the Unsworth Family to accelerate our ambitious growth plans.

We believe that great bread takes time and care. We specialise in sourdough-based propositions and long-fermentation where the time and care make all the difference to the taste. We have a passion to create great quality bread by integrating the best of traditional bakery skills and modern manufacturing methods. Demand for our product is consistently high throughout the year and is therefore not seasonal.

The labour supplied to Geary's in pursuance of its operation is carried out in Barrow-upon-Soar in Loughborough and Glenfield in Leicester, UK.

## Definitions

Geary's 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**

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

Geary's 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 Geary's in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Geary's strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and in many cases exceeds those minimums in relation to its employees.

### **Supply chains**

In order to fulfil its activities, the supply chains of Geary's include manufacturers, agents and brokers and supply to retailer and foodservice customers within the UK. All supplier and ingredients are processed mapped and reviewed from field to fork. Where possible, all suppliers used avoid areas where known issues of modern slavery are prominent. Where component materials are sourced from a supplier, the whole supply chain is risk assessed and each individual component supplier is required to adhere to the same ethical standards as Geary's.

### **Potential exposure**

The Organisation considers its main exposure to the risk of slavery and human trafficking to be low risk, 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. We do not use any suppliers which have a medium or high risk of breaches against human rights and assess this by using a due diligence approach which is incorporated as part of our Supplier Approval monitoring procedures.

### **Due Diligence Process**

In accordance with section 54(4) of the Modern Slavery Act 2015, Geary's 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.

Geary's conduct internal audits and are also audited by external third parties. Geary's is an AB member of SEDEX and are required to undergo a SEDEX members Ethical Trade Audit bi-annually, the results of which are visible to our linked customers.



Geary's uses recruitment agencies to supply a percentage of our temporary workforce. These agencies are audited every 6 months against our own standards to ensure that they are compliant with the ETI Base Code and Modern Slavery Act requirements. Only agencies that are GLA Accredited are used for supplying labour.

In addition, Geary's has recently introduced an anonymous Whistleblowing helpline and promoted this throughout the business and created a Supplier Code of Conduct which all businesses within our supply chain are required to adhere to.

Geary's train all employees on the ETI Base Code and highlight our Whistleblowing policy and helpline during induction training.

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

### **Policies**

Geary's are committed to tackling slavery and human trafficking within our business and supply chain. We review all our policies and procedures to ensure that we are adhering to the legislation surrounding modern slavery, ethical trading, and other employment legislation. Our policies and procedures are implemented and followed by all staff to ensure we are acting ethically and with integrity in all our business relationships.

Geary's has the following policies which further define its stance on modern slavery


- Supplier Code of Conduct
- Ethical Policy
- Whistleblowing Policy
- Recruitment and Selection Policy
- Human Rights Policy

### **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: 25<sup>th</sup> February 2024

Signed: 

Print name: Joshua Wesson

Job Title: Managing Director

Date of approval: 24<sup>th</sup> February 2024

Signed: 

Print name: Nia Johnson

Job Title: HR Manager