



LABOUR EXPLOITATION POLICY

Procedure / version: DWB HR100 v2

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Approved by : David Wood

ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

I. Purpose.

David Wood Baking Ltd have a strong and unwavering commitment to prohibiting human trafficking and slavery by any of its' business entities, employees, and other parties associated with DWB. In compliance with the law, and to effectuate DWB's commitment to prohibiting these practices, this Anti-Slavery and Human Trafficking Statement (hereafter referred to as the "Anti-Slavery Statement") serves to ensure a work environment that is free from human trafficking, forced labour and unlawful child labour (Slavery and Human Trafficking). DWB strongly believes that it is responsible for promoting ethical and lawful employment practices amongst the DWB group. These practices are also required to be followed by our suppliers, subcontractors or business partners worldwide (collectively "Suppliers"). DWB strongly opposes any use of slavery or human trafficking in the distribution of its own products, or its client's products, and fully supports the promotion of ethical and lawful business practice within our workplace.

II. Scope.

This policy covers all employees of DWB and all of its subsidiaries or entities controlled by DWB. In the event that anything in this policy may conflict with local law, local law will control the interpretation and application of this policy statement.

III. Definitions.

Human Trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced Labour: All work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

Harmful Child Labour: Consists of the employment of children that is economically exploitative, or is likely to be hazardous to or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

IV. Rationale.

DWB will not tolerate or condone the use of unlawful child labour or forced labour in the supply of goods and services it sells, and will not accept goods or services from suppliers that utilize child labour in any manner in any part of our organization. Human trafficking and slavery are intolerable crimes. These crimes exist in countries throughout the world. This statement shall define DWB's efforts and commitment to eradicate human trafficking and slavery from not only our organization but also from our own supply chains.

David Wood
Managing Director

1st August 2016