PARK CAKES
ESTD 1937

October 2025

Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps Park Cakes enacts to minimise the risk of modern slavery in our business and supply chains.

About Park Cakes Limited

We are a manufacturer of cakes and desserts supplying multiple retailers in the UK and overseas with three sites in the UK.

We are committed to communicating openly and transparently with all stakeholders that Park Cakes Limited does not tolerate slavery or forced labour, and to ensure that this zero-tolerance approach is shared by everyone we work with.

Our Policies

Park Cakes is committed to ethical compliance and integrity in all our business relationships. We operate a number of internal policies and practices to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Recruitment** – we operate a robust recruitment processes, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing** - our whistleblowing policy ensures that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain without fear of reprisal
- **Equal Opportunities and Anti-Harassment & Bullying** – these policies encourage equality, diversity and inclusion in the workplace and create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all.
- **Support For the 'Stronger Together'** initiative – we ensure all our Labour suppliers are aware around the issues around third party exploitation and carry out stringent checks on recruiting
- **Communication –** We provide information to our workforce around hidden worker representation through a variety of communication channels
- **Regular Auditing –** we regularly audit our Labour suppliers both internally, and externally by independent external assessors
- **Sedex –** We participate as members of SEDEX and are regularly audited for Ethical Compliance

Park Cakes require all staff to complete training on modern slavery as part of their induction programme.

Our Supply Chains

Park Cakes undertakes due diligence when considering taking on new suppliers, and in addition, existing suppliers are regularly reviewed. Our due diligence includes:

- Mapping our supply chain to understand geographical risks of modern slavery and human trafficking
- Ensuring suppliers comply with their responsibilities re section 54 of the Modern Slavery Act.

Approved by the board of Directors:

Andy Parsons

Managing Director – Park Cakes Limited