



Conditorei Coppenrath & Wiese KG

Modern Slavery Act Statement

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This statement sets out the steps taken by Coppenrath & Wiese KG (“Company”) to understand and address all potential Modern Slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no Slavery or Human Trafficking in its own business and its supply chains.

As part of the FMCG industry, the organisation recognises that it has a responsibility to take a robust approach to Slavery and Human Trafficking.

The Company is absolutely committed to preventing Slavery and Human Trafficking in its corporate activities, and to ensuring that its supply chains are free from Slavery and Human Trafficking.

Organisational Structure

This statement covers all activities of the Company, which is part of the Oetker Group, one of the largest European family-owned companies.

The Company is a frozen bakery products manufacturer based in Mettingen and Osnabrück that employs approximately 3000 people.

All production activities of Coppenrath & Wiese KG are conducted in Mettingen. The site in Osnabrück is used for logistics and administrative purposes.

Our subsidiary, Coppenrath & Wiese (UK) Ltd, is located in Castleford, which is solely for commercial and administrative purposes.

Supply Chains

An independent third party has analysed the supply chain for all key components into Coppenrath & Wiese. A number of key suppliers, where a higher risk within the supply chain was identified, were asked to complete a report detailing their sustainability best practices. These practices (and their results) are currently being reviewed and the next steps determined.

These reporting questionnaires also include questions on modern slavery, human trafficking, and all other basic human rights.

Responsibility and Due Diligence

Overall responsibility for the organisations anti-slavery initiatives lies with the Managing Directors. The Managing Directors are responsible for the creation of this Statement and for ensuring that training of the internal staff is conducted.



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Training

Every new and existing Coppenrath & Wiese employee must complete compliance training on the company's e-learning platform on an annual basis. This training covers compliance with all applicable laws, business-integrity, and the underlying ethical values of the Oetker-Group's activities.

Policies

Whistleblowing: - Coppenrath & Wiese KG is committed to developing and adopting a proactive approach to enable staff, contractors, and visitors, who become aware of wrongdoing, illegality, or unethical conduct within Coppenrath & Wiese and its supply chains, to report their concerns at the earliest opportunity so that they can be properly investigated and addressed. The confidentiality and anonymity of individuals who report suspected wrongdoing under this Coppenrath & Wiese Policy will be maintained as far as is reasonably practicable, and staff will not face reprisals for disclosing concerns even if they turn out to be mistaken.

Recruiter Compliance: - Every employee of the Company, including the Human Resources Team of Coppenrath & Wiese KG as well as those of Coppenrath & Wiese (UK) Ltd, have all read, understood the Oetker-Group's Compliance policy. This document requires all employees to always comply with all applicable laws and act with integrity.

Supplier Code of Conduct: - This applies to all suppliers of the Company requiring strict compliance with the law and compliance with the core ILO labour standards.

Anti-slavery and Human Trafficking Policy: - Coppenrath & Wiese KG maintains relationships with many different organisations in its supply chain, as well as directly employing or engaging its own workforce. Considering the provisions of the UK Modern Slavery Act (2015) and (German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz, 2023)), this Policy is implemented to ensure a proactive approach to identifying and addressing any instances of slavery, human trafficking and labour exploitation in our business or supply chain.

Coppenrath & Wiese's Purpose Statement and Corporate Policy details its commitment to Social and Environmental responsibilities. A main factor within this is to ensure that we promote and maintain a sustainable supply chain while ensuring that we act responsibly. In addition, we have a group-wide Compliance Policy which has been reviewed to ensure that we are satisfied that we can appropriately address the issues surrounding modern Slavery & Human Trafficking.



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Audits: - Coppenrath & Wiese KG understands that exposure to Modern Slavery could be present within its supply chain. As part of our supplier audit process, regular preventive audits covering human and environmental rights are conducted in respect to the risks identified in the previously mentioned risk analysis. There are also incident-based audits which can be conducted on our supplier's sites if there is a case of substantiated knowledge of any human rights violation.

Kasper von Bockum

Andreas Wallmeier

(*Signature Managing Directors*)