

**Lantmannen  
Unibake UK**

**Modern Slavery  
Statement 2026**



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# Introduction



At Lantmännen Unibake UK, we value our people and the vital contribution they make to our success. Responsibility is at the heart of our culture and is reflected in our values, behaviours, and leadership. We are fully committed to upholding the principles of the UK Modern Slavery Act 2015 and maintaining the highest standards of ethical conduct.

Any form of modern slavery or human rights abuse is unacceptable within our operations or supply chains.

The UK Modern Slavery Act 2015 requires businesses to disclose the actions they have taken to prevent modern slavery and human trafficking within their operations and supply chains.

At Lantmännen Unibake UK, we are committed to playing an active role in eradicating modern slavery. We believe transparency, accountability, and collaboration are essential to addressing these risks effectively.

This statement outlines the measures we have implemented to identify, manage, and mitigate modern slavery risks across our business and supply chains during the financial year ending [insert date]

The UK Modern Slavery Act 2015 is legislation designed to combat modern slavery and human trafficking. It requires businesses operating in the UK with an annual turnover of £36 million or more to publish a modern slavery statement each financial year.

This statement must outline the steps taken to identify, prevent, and address the risk of modern slavery within their operations and supply chains.

# Our Business and Supply Chains

Lantmännen Unibake UK is the UK's leading supplier of high-quality bakery products to retailers, wholesalers and the foodservice industry.

Our mission, 'Towards billions of smiling tummies', is what drives us to do everything possible to ensure we lead the bakery business with the scale, knowledge and drive to be loved in every country.

The organisation has three sites in the UK including two bakeries in Milton Keynes and Bedford, producing bread and Danish pastries respectively.

Lantmännen Unibake UK is part of the Lantmännen Group, one of the World's largest agricultural co-operatives. The group is owned by circa 20,000 Swedish farmers and is one of Northern Europe's largest groups within the agriculture, machinery, energy and food sectors.



**The UK organisation currently operates in the following countries:**

- **UK – including two manufacturing sites and one commercial office**
- **South Africa**

We believe that our global trade should have a positive impact by creating jobs and opportunities for people around the world.

Our supply chains are extensive and complex, involving a wide range of direct and indirect suppliers who provide raw materials, ingredients, and packaging.

These suppliers include large agricultural businesses, smallholders, raw material providers, and manufacturing companies. We also work with partners who support our distribution operations. The scale of these supply chains gives us both an opportunity and a responsibility, to promote respect for human rights and safeguard against exploitation.

To manage these risks, we have established robust processes to assess suppliers for modern slavery risks and conduct regular audits to ensure compliance with our ethical standards.



# Our policies in relation to Modern Slavery

Our approach to addressing modern slavery risks and protecting human rights is guided by internationally recognised standards and supported by key policies, including:

- **Supplier Code of Conduct**  
Covering social, ethical, and environmental responsibilities
- **Whistleblowing Policy**  
Enabling confidential reporting of concerns
- **Ethical Trading Policy**  
Promoting fair and transparent business practices
- **Employee Code of Conduct**  
Setting clear expectations for behaviour and integrity

We take any allegation or breach of these policies extremely seriously and will investigate thoroughly, taking appropriate action where necessary.

As a responsible business, we are committed to treating our people fairly and with respect. Our Team-mates are paid above the Government's National Living Wage, and their safety is our highest priority. We provide comprehensive training to ensure a safe working environment for everyone within our operations.



## Due Diligence

We apply rigorous due diligence when onboarding new suppliers and regularly review existing relationships to ensure compliance with our ethical standards.

Our process includes:

- Assessing modern slavery and human trafficking risks for all new suppliers
- Requiring every supplier to agree to our Supplier Code of Conduct
- Conducting audits and ethical assessments based on risk profile
- Implementing corrective actions or terminating relationships where standards are not met



# Training, Engagement and Awareness

All Team-mates complete ethics and Code of Conduct training when they join Lantmännen Unibake UK, and refresher training is mandatory every three years.

We track completion rates and send reminders to ensure compliance. This training helps our people understand the issues surrounding modern slavery and how to identify and report concerns.

We value Team-mate feedback and provide opportunities for engagement through our anonymous surveys. Our most recent survey was conducted in October 2023, with a 96% response rate. While the planned bi-annual survey did not take place in 2025, our next engagement survey is scheduled for October 2026.

Improving labour standards in our supply chains is a shared responsibility, and we work closely with suppliers to uphold these standards

## Our Code of Conduct training covers:

- **Recognising indicators of modern slavery and human trafficking**
- **Immediate actions to take if such practices are suspected**
- **Internal escalation procedures and reporting channels**
- **Accessing external support and resources**



# Our Continuous Improvement

We are committed to strengthening our approach to managing modern slavery risks year after year.

Our focus is on building robust processes, remaining adaptable, and responding proactively to emerging risks.

Key actions include:

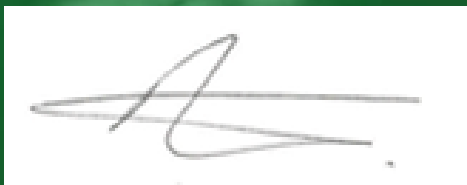
- Maintaining strict supplier approval processes and risk checks
- Enhancing our Supplier Code of Conduct to reflect evolving standards
- Requesting existing suppliers to reaffirm their commitments
- Conducting targeted ethical audits for higher-risk suppliers
- Engaging with suppliers to address concerns, recognising that collaboration can often be more effective than disengagement

Our goal is to continuously improve and ensure that our business and supply chains uphold the highest standards of human rights and ethical practice.

**We maintain rigorous health, safety, and compliance checks to safeguard all individuals working on or visiting our sites, ensuring a secure and ethical working environment for all.**

# Declaration

This statement has been approved by the Board of Directors on [insert date] and will be reviewed annually. It is published on our website at [insert link].



Daniel Bethell

HR Director

Lantmännen Unibake UK

16<sup>th</sup> January 2026



Wendy Smith

Managing Director

Lantmännen Unibake UK

16<sup>th</sup> January 2026

