



Modern Slavery Statement 2021

Anglia Maltings (Holdings) Limited

Chief Executive's Introduction

Anglia Maltings (Holdings) wishes to comply with the law concerning slavery and human trafficking.

The Group recognises that identifying potential victims of modern slavery can be difficult as there is a spectrum of abuse. We recognise that we have a responsibility to ensure that workers are not being exploited and that they are safe and free

We expect anyone who has or seeks to have, a business relationship with us and/or any member of our Group, to familiarise themselves with our Slavery and Human Trafficking policy and to act at all times in a way which is consistent with our values.

We operate to a set of values which reflect our respectful and non-exploitative relationships with our principal stakeholder groups: customers, shareholders, suppliers, and team members. We adopt a behavioural value for all our business relationships, reflecting our attitude to the exploitation of individuals.

We oppose modern slavery in all its forms, and we ask the same attitude of all with whom we have business dealings.

Signed

Handwritten signature of Stuart Sands in black ink.

Stuart Sands
CEO, Anglia Maltings (Holdings) Limited

25 October 2022

This statement is Anglia Maltings (Holdings) Limited Modern Slavery Statement relating to the year ending 31 December 2021.

We produce one Modern Slavery Statement for Anglia Maltings (Holdings) Limited and its relevant group subsidiaries (listed below). Anglia Maltings (Holdings) Limited and its subsidiaries are referred to as “AMH” or “the Group” throughout this Statement.

Crisp Malt
Crisp Malt GmbH
Crisp Malt SP Z OO
EDME Limited
Micronized Food Products Limited (MFP)

In this Statement we set out the activities we have undertaken in 2021 to tackle the issue of Modern Slavery within our own business and down our supply chain.

OUR BUSINESS AND SUPPLY CHAINS

We consider the risk of slavery, forced or compulsory labour or human trafficking in our own companies to be low: our businesses are all located in the EU.

In the UK, passports of all employees are checked to ensure that they can be legally employed; all employees are employed under a contract of employment and are paid through a payroll with PAYE deducted. No employee of the Group is paid at rates of pay below the minimum wage.

In Poland and Germany all colleagues are legally employed on appropriate rates of pay.

If there is Risk it is most likely to be in our supply chain e.g. bought-in supplies of certain labour-intensive food ingredients.

OUR VALUES

We have a new set of values that describe what we stand for and how we behave with our customers, suppliers and investors, in the communities in which we operate and with each other. Our values are:

Exceptional Quality – we will always produce to the highest quality possible.

Respect our customers – we listen carefully to our customers and respect their wishes: they are our most important asset.

Teamwork - we work as a team: making malt and food ingredients requires contributions from a number of colleagues. We serve our customers best when we are collaborative.

Transparent Communication - we use honest, plain, and unambiguous language; we speak frankly and act with integrity.

Maximising our potential - we create as much opportunity for colleagues to reach their potential; and will always consider promotion from within, before recruitment from outside

Our commitment to help end modern slavery reflects our values. In particular, we are insistent that our trade with our supply chain, both upstream and downstream, should have a positive impact, creating opportunities for people all over the world.

Getting it Right - we aim to be as efficient as possible: using resources frugally and sustainably. The profits that flow from efficiency are re-invested in modernizing our plant, developing the skills of our colleagues and securing the future. We pay our taxes.

OUR MODERN SLAVERY POLICY

The board of directors of the Company has overall responsibility for ensuring this policy and its implementation complies with our legal and ethical obligations.

Concerns about suspected modern slavery associated with the Company or our suppliers may be reported by colleagues, who should approach either the Company Secretary, or a senior manager or a director of the Company.

OTHER RELEVANT POLICIES

The following policies underpin our approach to tackling Modern Slavery in our own business and our supply chain:

- Anti- Bribery Policy
- Slavery and Human Trafficking Policy
- Business Ethics and Confidentiality Policy
- Equality and Diversity Policy
- Whistleblowing Policy
- Anti-Fraud Policy

RISK ASSESSMENTS AND AUDITS WITHIN OUR OWN OPERATIONS

Our businesses are Supplier (B) members of SEDEX (Supplier Ethical Data Exchange) and complete the on-line Self-Assessment Questionnaire (SAQ).

Our businesses complete third party ethical audits in line with our customer requirements. We have a zero tolerance to non-compliances and close out as soon as possible.

We introduced a new confidential whistleblowing email address (Speakup@crispmalt.com) for employees to contact if they have something they want to raise and don't feel able to raise via their manager or the usual grievance procedure.

ASSESSMENT OF MODERN SLAVERY RISK WITHIN OUR SUPPLY CHAIN

AMH is committed to the highest standards of business ethics and requires that its colleagues conduct themselves at all times with honesty and integrity inside and outside of AMH, including ethical handling of actual or apparent conflicts of interest.

The Group has identified that there is a possible risk in bought-in supplies of certain labour-intensive food ingredients. To manage this risk, enquiries are made with our suppliers to confirm that fair labour practices are adopted.

This statement was approved by the Board of Anglia Maltings (Holdings) Limited on x June 2022.