



Modern Slavery Statement 2022
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 Ethical Trade and Human Rights 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



Stuart Sands
CEO, Anglia Maltings (Holdings) Limited

24 May 2023

This statement is Anglia Maltings (Holdings) Limited Modern Slavery Statement relating to the year ending 31 December 2022.

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 2022 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 2022, we started checking employees were being paid into a bank account in their name.

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 updated our values, and they 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:

3 | OUR PURPOSE & VALUES

In setting the AMH Purpose and Values we wanted to build on the success of our great business:

- We are masters of our craft
- We have flexibility in the market
- We have a great team
- We are highly regarded
- We are determined to ensure the business is fit for the future

OUR PURPOSE
Creating Lasting Partnerships to Bring Flavour & Joy to Life

OUR VALUES

- TAKE PRIDE**
"If it's worth doing, it's worth doing well, and we like the satisfaction it brings."
- BE SUPPORTIVE**
"Together we are stronger. We love to help others succeed through meaningful partnerships."
- BE CURIOUS**
"Possibilities are everywhere. We love the exploration - and the chance to make a difference."
- TRUST & BE TRUSTED**
"There's collaboration in every great achievement. We can, and do, rely on each other."
- PASS IT ON BETTER**
"Responsibilities go far and wide. We love to nurture and add value for lasting good."

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.

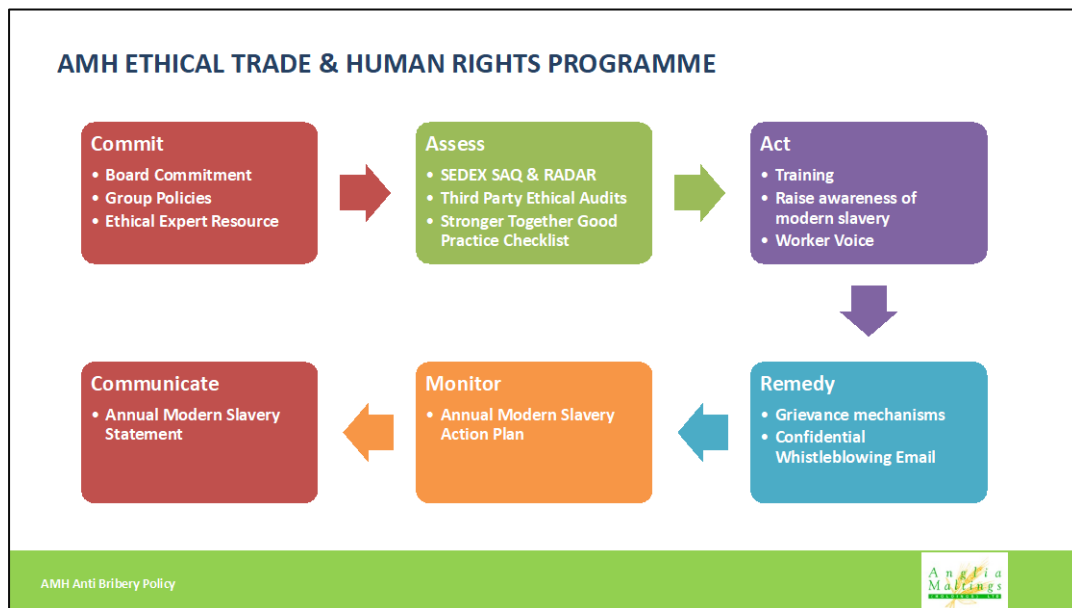
OUR ETHICAL TRADE AND HUMAN RIGHTS GOVERNANCE STRUCTURE

Board responsibility for ethical trade and human rights was assigned in 2022:

Group Board	
Overall responsibility for ethical trade and human rights including the signing of the Group Modern Slavery Statement	
CEO: Stuart Sands	
Internal Operations	AMH Supply Chain
Responsibility within AMH sites	Responsibility in the supply chain
Chief Financial Officer: George Thompson	Chief Executive Officer: Stuart Sands

OUR MODERN SLAVERY POLICY

Our Ethical Trade and Human Rights Policy was reviewed and updated in 2022. As part of this review, the group adopted the UN Guiding Principles Framework to develop its Ethical Trade & Human Rights Programme:



Each business within the AMH group is responsible for implementing the Ethical Trade and Human Rights policy supported by Group HR and an external ethical trade specialist.

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.

We have a 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.

OTHER RELEVANT POLICIES

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

- Anti-bribery and Business Ethics
- Anti-Bullying and Harassment
- Equal Opportunities
- Flexible Working
- Freedom of Association
- Grievance
- Group Remediation
- Inclusion and Diversity
- Whistleblowing
- Working hours

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). In 2022, we completed the new 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.

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, suppliers are required to complete the SEDEX Self-Assessment Questionnaire and link to the relevant AMH business. In addition, further 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 24 May 2023.