		Document Number:	
		HR-0019	
Title:	**Policy**	**Version Number:**	**05**
	Modern Slavery Statement	**Issue Date:**	**20/11/2025**

1 - Activity:	Modern Slavery Statement
2 - Developed By:	Stephen Cook
3 - Dept. / Location:	HR

Document Control Log			
Date	**Amendment Detail**	**New Version Number**	**Amended By**
09/08/2022	Transfer HR document 23 v1.07 to new format & numbering system	01	Hannah Justice
22/09/2022	Reviewed by Board of Directors	02	Hannah Justice
02/08/2023	Reviewed by Board of Directors	03	Hannah Justice
13/12/2024	Annual review by Board of Directors & re-phrasing of statement	04	Hannah Justice
20/11/2025	Annual review by Board of Directors	05	Hannah Justice

1 – Introduction

Wilkin & Sons Limited (the "Group"), which includes Thursday Cottage Limited, Cole's Puddings Limited and Tiptree Patisserie Limited is committed to driving out acts of modern day slavery from within its own business and from within its supply chains. We are continuously working to improve our practices and strengthen our efforts to combat modern slavery and human trafficking wherever they may occur. The Group acknowledges its responsibilities under the Modern Slavery Act 2015, and is committed to ensuring transparency both within the organisation and across its supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps which the Group has taken in this financial year to combat slavery and human trafficking for the financial year ending 2025.

2 – Our Business and Supply Chains

We are a proudly independent British business, delivering exceptional quality and service, to bring a smile to every face. The organisational structure of the business is board run while employee controlled. We grow, pack, manufacture and transport produce to our customers around the world. Our supply chains, include relationships with external businesses for the sourcing of raw materials both nationally and internationally.

3 – Our Policies on Slavery and Human Trafficking

We are committed to ensuring that modern slavery and human trafficking have no place in our supply chains or any part of our operations. This statement, along with our Anti-Bribery and Corruption and Ethical Trading Policies, reflect our on-going commitment to act ethically and with integrity in all our business relationships.

4 – Due Diligence Processes for Slavery and Human Trafficking

We implement robust systems and controls to prevent modern slavery and human trafficking in our supply chains. As part of the Group's due diligence into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. We recognise that imported produce from outside of the UK and EU may carry a higher risk of modern slavery and human trafficking. We will continually assess the management controls and risks associated with these sources to mitigate any potential issues.

We will protect any individual who comes forward to report any suspicions they may have of slavery and human trafficking in any part of our business or from within our supply chains. The Group will not support or deal with any business knowingly involved in slavery or human trafficking. We have zero tolerance to slavery and human trafficking.

5 – Supplier adherence to our values

The Group expects all suppliers and subcontractors to uphold our core values as a condition of doing business with us. To ensure all those in our supply chain and our contractors comply with our values, we have contacted our suppliers to make it clear we do not tolerate slavery and human trafficking. We require our direct suppliers to provide information on the steps they are taking to address the risks of slavery and human trafficking, including through contractual obligations for compliance.

6 – Training

To ensure that our staff fully understand the risks of modern slavery and human trafficking, we provide comprehensive training on these issues throughout the business and supply chains. Staff are expected to be alert to the risks in our Group and in the wider supply chain. Staff must report concerns and management are expected to act upon them.

7 – Board Member Approval

The Group Directors shall take the responsibility for implementing this policy statement and its objectives, and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the business or within its supply chains.

We, the Board of Directors of the Group, approve this policy statement made in accordance with section 54(1) of the Modern Slavery Act 2015 for the financial year 2025. This statement will be reviewed annually.

Chris Newenham

Managing Director