

RESPONSIBLE SOURCING POLICY

Next Review Date:	February 2026
Author:	HR
Approver:	HR

Revision History:

Issue No:	Date:	Reason for Update:	Author Initials:
1	19.02.24	Policy launched in line with ABF	AD
2	15.02.25	Annual update	AD



1. Purpose & Scope

Speedibake, is committed to responsibly manufacturing and sourcing products of the highest quality and safety. We source from many countries around the world, in order to meet our customer's requirements. Our sourcing activity is always guided by the principles in the ABF Code of Conduct. We recognise that we have a duty to conduct business responsibly in relation to human rights and the environment. This policy outlines our current approach which is risk-based and will therefore evolve over time. We expect our suppliers and representatives to live up to the standards and frameworks laid out below and we will provide support and guidance to them as required.

2. Principal areas of focus

As a consequence of our risk assessment, we have identified the following principal areas of focus in the context of this Policy.

2.1. Human Rights

Speedibake recognises its responsibility to respect the human rights of those who work in our supply chain. Issues negatively affecting their rights and working conditions are of serious concern to us. For the purposes of this Policy we refer to the [ABF Group Code of Conduct](#) as the scope of reference to define those rights in focus. This Code is based on the [UN's International Labour Organization's Core Conventions](#) and its [Declaration on Fundamental Principles and Rights at Work](#).

To guide implementation, we refer to the [OECD's Due Diligence Guidelines](#). We are an active member of [Sedex](#) and expect all suppliers within the scope of this Policy to provide relevant information through this platform. We identify potential areas of risk in our supply chain using the risk assessment tools on the Sedex platform, alongside other sources of information to prioritise areas of focus. Should we find evidence of non-conformance to this Policy, we will act to require our suppliers to address this and use any leverage we can bring to bear to prevent or mitigate the harm, providing remedy where possible.

2.2. Deforestation and biodiversity

Speedibake recognises that deforestation and the loss of High Conservation Value Areas (HCVAs) presents real challenges both now and in the future. We also recognise the damaging impact of biodiversity loss. Speedibake understands that meaningful change in the way that organisations source raw materials is required to tackle these issues. To that end, Speedibake supports the principles of the New York Declaration on Forests and of Sustainable Development Goal (SDG) 15 (Life on Land). We are committed to responsible sourcing of our key commodities, and Schedule 1 below outlines areas of risk in this context and where we are working proactively with the aim of driving positive change.]

2.3 Animal Welfare

Speedibake produces foods primarily derived from ingredients of plant origin, with the exception of a small quantity of dairy products and eggs. We believe in the importance of high animal health and welfare standards within agricultural systems. Our approach to animal health and welfare is governed at a minimum by [ABF's Animal Welfare Policy](#) and as set-out in that policy, our sourcing of ingredients derived from animals is guided by the internationally recognised [Five Freedoms](#), i.e., freedom from



hunger, thirst and malnutrition, physical and thermal discomfort, pain, injury and disease, fear and distress, and freedom to express normal patterns of behaviour.

3. Policy Scope and Implementation

Speedibake aims to work collaboratively with suppliers to assess and manage risk in the context of this Policy.

Our business prioritises supply chain intervention based upon a combination of factors, as outlined below:

1. The scope of this Policy includes our principal raw material, packaging finished goods suppliers, and services suppliers (i.e. security, cleaning workwear, temporary labour and logistics providers).
2. All in-scope supplier sites agree to provide relevant data about their operations, including through Sedex or equivalent. This data, together with any associated ethical audit reports, allows us to take a risk-based approach to the identification and management of issues.
3. For the purposes of assessing salient ethical risk associated with in-scope suppliers, Speedibake undertakes monthly reviews of those suppliers using appropriate independent risk assessment tools on the Sedex/ equivalent platform, which combine inherent country and sector risks together with supplier specific information to highlight potential issues.

As a result of our risk analysis, suppliers may be designated as being ‘High Risk’ and will be prioritised for enhanced assessment and review, through a combination of more frequent ethical audits and additional supply chain monitoring.

In addition, Speedibake assesses structural commodity risks, for example those related to human rights, deforestation or agricultural practice, on the basis of a combination of information in the public domain and information received from stakeholder engagement, reports from governmental and civil society organisations, as well as other forms of business intelligence. Commodities that are deemed to present a significant risk in the context of this Policy will be documented in Schedule 1 of this Policy as areas of focus and subject to annual review. Schedule 1 also documents where we are sourcing more sustainable alternatives.

4. Grievance Mechanisms and Remediation

We encourage our own employees to report any breaches of human rights via our [internal Speak-Up procedure](#).

Workers in our supply chain are encouraged to report any grievances via available grievance mechanisms. An important aspect of responsible supply chain management is that workers whose rights have been negatively impacted should have access to an effective remedy. If Speedibake identifies any breaches of the core principles of this Policy, we will investigate and, on a case by-case basis seek to use what leverage we may have over our supply chain partners to provide remedy where possible.



5. Policy Governance

This Policy must be formally approved by the Managing Director of Speedibake. Our Head of Finance is accountable to the Board of Directors for ensuring business compliance with this policy. An annual review of the content and implementation of this Policy shall be undertaken and presented to the Board, including:

- Any relevant learnings from our ongoing assessment and monitoring.
- An assessment of management data relating to all active suppliers.
- An assessment of any new information (such as information from third party organisations) pertaining to potential risks within the supply chain.
- Recommendations on additional areas of focus.



Schedule 1

Our current areas of focus include:

- 1. Palm oil.** Our policy is to continue to source 100% RSPO certified segregated sustainable palm oil and to continue to ensure that all our palm derivatives are sourced solely from RSPO certified sustainable physical supply chains i.e. IP, Segregated and Mass Balanced sources, with the preference being to use segregated (or IP) wherever possible.
- 2. Soya.** For soya ingredients, such as soya flour and kibbled soya, we require all our suppliers to demonstrate relevant responsible sourcing policies aligned to OECD Guidelines. We will continue to source 100% certified sustainable soya flour from physical supply chains i.e. Segregated and Mass Balanced from Canada and Europe. Where possible the use of RTRS or ProTerra certified soya is encouraged or when not available the use of other chain of custody standards that offer the same standards of traceability and integrity will be considered.
- 3. Paper & Board.** We ensure that all paper and cardboard used to pack or transport our products is sourced from sustainably managed temperate forests, from suppliers that meet the requirements provided by the Forestry Stewardship Council (FSC), and where this is not available, the Programme for the Endorsement of Forest Certification (PEFC).
For FSC products, we are working with our packaging suppliers to ensure that recycled content is included in the paper and board we buy wherever possible.
- 4. Cocoa.** While we are not major users of cocoa, we require all our suppliers to demonstrate relevant responsible sourcing policies aligned to OECD Guidelines. This will be reviewed as part of our ongoing procurement processes.
- 5. Eggs.** Speedibake is working towards / has achieved our commitment to sourcing 100% Cage Free Eggs by 2025.
- 6. Vine fruit.** Our business is a long-standing supporter of the Fair Labor Association 'Harvesting the Future' programme, alongside our supply chain partners, to address these risks.
- 7. Flour.** Speedibake uses flour milled by our sister company Allied Mills from wheat grown on over 4,000 UK farms. We recognise that agricultural practice has a significant role to play in protecting the natural environment, reducing carbon emissions and ensuring greater resilience to increasingly volatile weather conditions. For that reason, Allied Mills is sponsoring a five-year trial programme focussed on assessing the commercial and environmental impact of wheat grown using a range of regenerative agriculture techniques, including 'min-till' to minimise soil disturbance. This trial is now in its fourth year. While the results to date are looking positive, with reduced emissions on farm and increased yields, we need the full five-year data set to properly assess the implications of adopting these practices at scale. The plan is to ensure that the output from this trial programme is then will be shared openly as part of broader efforts to support transition other UK farms to adopting management practices that can be shown to optimise the balance between environmental and production efficiency.



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