

Annual Report 2021



BAKERY SCHOOL
FOUNDATION

PRIVATE FOUNDATION

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INTRODUCTION

People really do matter at Puratos, which is why we believe that it is very important to not only share our skills and know-how with our commercial partners, but also to help underprivileged communities in the countries where we operate. Being a reliable local partner is part of our international business philosophy, which we are delighted to have put into practice by opening 6 bakery schools in India, Brazil, Mexico, South-Africa, Romania and the Philippines, and many more to come. These schools are very close to the hearts of Puratos shareholders and employees.

It all started with a double observation. On the one hand we noticed an important community of underprivileged youngsters with no professional education and hardly a future. On the other hand, the Bakery, Patisserie and Chocolate sector is growing and lacks well trained and qualified labour. Putting these observations together, led to the creation of the Bakery School Foundation Private Stichting.

Due to an increasing demand for finished goods such as breads, cakes, pastries and a significant shortage of skilled labour, the Bakery School Foundation is determined to teach young people the skills needed to work in the bakery, patisserie and chocolate sectors. As the global expert in the bakery, patisserie and chocolate industry, we are uniquely positioned to bring a life-changing opportunity to young and keen students from underprivileged backgrounds. Students are recruited based on their motivation, their commitment and their parents are also involved in the selection process. The foundation offers them the means to learn from best-in-class faculty members and the opportunity to be hired by Puratos itself or by top-class employers in the bakery and hospitality sector. Students that want to open their own business, receive the necessary guiding to do so. At the same time, we offer the industry high quality and highly trained resources to not only meet but exceed the benchmarks of the specialized industry.

Due to the ongoing worldwide pandemic, most countries around the world faced again the problem of having to close their educational institutions, as did our bakery schools. However, thanks to the local management teams and teachers thinking outside the box and promoting online courses, the learning did not stop! All did a great job in keeping our students on board and motivated so that, in spite of Covid-19, they will still be able to graduate.

BAKERY SCHOOL FOUNDATION

Our Vision

We believe that the growing Bakery, Patisserie and Chocolate sector will continue to have **a lack of well trained and skilled labour in the future.**

Our Mission

We are committed to make **a significant impact on the life of an important group of underprivileged youngsters by training them to become future Bakers, Patissiers and Chocolatiers.**

BAKERY SCHOOL INDIA

Puratos Sanskaar Foundation came into existence in 2014 and is being operated on the campus of Shiravne Vidyalyaya and Junior College in Navi Mumbai. Its aim is to provide training and knowledge in the field of Bakery, Patisserie and Chocolate to underprivileged students in a state-of-the-art environment.

Mr. Peter Deriemaeker, Markets Director – Asia Pacific/ Middle East/ Africa at Puratos shared, *"Taking care of the communities where our companies are based, is one of the important initiatives at Puratos. The Indian Bakery School Foundation is a reflection of this; in our pursuit to enable a promising future for the children coming from underprivileged families."*

Mr. Ashish Seth, General Manager India, Puratos Food Ingredients India Pvt. Ltd., said, *"Given India's growing love for Bakery, Patisserie & Chocolate items, there can't be a better time to enrich the talent pool in the industry by providing fully trained professionals. With a batch graduating each year, we are sure to add the right value and fill the skill void that existed for all these years."*

Covid-19 hit India hard and strict restrictions were taken in the Mumbai area. Our students that started in 2018 were foreseen to graduate in August 2020 but we needed to postpone their graduation to 2021. The solution was to give all theoretical classes online and once the school was allowed to open its doors again, to also provide the practical side of the course. As a consequence, we extended our 2-year program to make sure that all classes, theoretical and practical, were completed so our students will have all the tools in hands to start working in the bakery sector once they graduate. We celebrated the graduation of 22 students in October 2021 and 14 of them were immediately employed into the bakery sector. Other students opted to start baking and selling from home.

The students that started the course in 2019 followed most of the curriculum online. These students received Puratos products at home to continue their practical classes. They tried out different recipes at home using the limited infrastructure available to them. In October 2021, the school was allowed to open its doors again and in November 2021, 10 students graduated of which 3 accepted a job placement in the bakery industry, two other students decided to open their own small baking business from home and the remaining students decided to pursue further studies.



Graduation of group 6 (2019-21)



As a graduation present, the students of group 5 and 6 received a bakery kit that included a small oven, a cake stand, 52 piping nozzles, a hand blender, cake tins, a cutting knife and disposable piping bags to make sure they could start up some home baking awaiting job placement in the industry.

Despite the lockdown, we started enrolling students for group 7 (2021-22). In March, 10 students started the theoretical classes online and once practical classes were allowed onsite, students have been coming to school on a daily basis. Their graduation is foreseen for September 2022. With the school being able to open its doors, we could already select a new group of 26 students. They started in September 2021 and will graduate in 2023.

Student's testimonials

Bhavika Mahadev Patil (Batch 2021-2022)

"I came to know about the Bakery School in 2014. At that time, I had decided to make my career in this field. In 2020, I finally joined the Bakery School. Because of the pandemic, the classes were given online with detailed demonstration of both theory and practical. I have learnt many things about bakery & patisserie with the guidance of our teachers. In the future I am looking forward making my career as a bakery or pastry chef."



Pranjali Pawar (Batch 2021-2023)

"I have joined this course because I love to learn new things. I have now completed three months in the Bakery School. I have learnt breads and now learning cakes. I find it very interesting. The teaching done by our teacher is good and easy to understand. I have made many friends and we all work as a team. I would like to grow in this field."



The Puratos Sanskaar

Foundation was established on 3 June

2016 in Mumbai to legally give support to the Indian Bakery School already existing since 2014. Established as a not-for-profit company, Sanskaar Foundation's main objective is to provide knowledge and skills in bakery and confectionary to underprivileged individuals near Nerul (Mumbai) and also to create awareness among them to become self-supporting by securing a job in this sector. The daily management of our Bakery School at Shiravane Vidyalaya & Junior College is in the hand of Mr. Arun Kumar Varma (School director of Sanskaar Foundation).

BAKERY SCHOOL BRAZIL

A partnership between Puratos, Gol de Letra Foundation and SENAI school created the Brazilian Bakery School in 2015. It offers a formal education in Bakery, Patisserie and Chocolate for underprivileged young people.

In April, 15 students celebrated their graduation which took place online, as the social distancing was mandatory. The ceremony was livestreamed on Youtube and followed by our students, their teacher, their families and friends, representatives from SENAI and Gol de Letra and Puratos employees around the world.



With the idea of continuously improving, we started another partnership in 2020 with Natasha Franco Vieira, professional education. This technical school was created in 2006 from a partnership between the Federal Government and the Centre for Social Assistance.

Moving our program to the technical school of Natasha offers our students the following advantages:

- The school has an excellent reputation as a technical school which will offer our students more job opportunities.
- The school offers besides the classes, internships in the bakery industry so they can already get a taste of the professional life as a baker.
- The course is recognized by the Ministry of Education.
- Students have the option to follow classes in the evening. This enables them to work during the day which leads to better retention rates.
- The school is experienced in recruiting students and social monitoring.
- The school is located closer to the neighborhood of our students, so they spend less time commuting.

In December 2021, a first group of students graduated from the Natasha Franco Vieira School. They presented everything they learned to a small audience formed by teachers, parents and friends and to the jury.

A new group of 28 students was selected. They started the program in February 2021 and will graduate in January 2023.



Student's testimonials

Rayane Nayara de Souza (2021-2022)

"I think the Bakery School project is a great opportunity for people who cannot afford a course with as many resources as this one. I feel very happy to be a part of this project, as it made me think about the profession I want to follow. in life and it is in the area of food, with this training I learned things that I never thought I would do and I am very grateful to the Bakery School for providing me with all this, it has been a great experience"



Gol de Letra Foundation was established on 10 December 1998 by former footballers Raí and Leonardo. In 2001, UNESCO identified the Gol de Letra Foundation as a model way of supporting children in situations of social vulnerability. The aim of the Gol de Letra Foundation is to provide a comprehensive education in a small micro territory (notably Vila Albertina, in São Paulo, and Caju, in Rio de Janeiro), based on integrating education practices and social assistance. The programs are geared to serve children, adolescents and youth, coupled with community development within their families. Gol de Letra represents a dream: the opportunity to contribute to the education of children and youth from socially vulnerable communities so that they have more opportunities and better life prospects.

Natasha Franco Vieira Technical School was created in 2006 from a partnership between the Federal Government and the Centre of Social Assistance – NGO religious entity. Almost 1.000 students are studying in areas such as Nursing, Aesthetic Care, Electronics, Computing and Business Administration and Bakery. Our program on Patisserie and Chocolate started in 2020. Their current courses are structured in a way that provides students the opportunity to be part of Apprentice and Internship Programs which helps to attract and retain students. The school has also a partnership with Help Alliance for training vulnerable underprivileged young people.

BAKERY SCHOOL MEXICO

On the 21st of August 2018, the Bakery Foundation inaugurated a third school in Tizayuca, Hidalgo. The building, located on the premises of the children's home Rosas Rojas, includes one large classroom for theoretical classes and computer science and one large lab for the practical classes.

Because of the ongoing covid pandemic in 2021, we decided to extend the program. In anticipation of the school being able to open its doors again, we continued the online theoretical classes. As soon as the opportunity to return to school presented itself, activities were resumed onsite where small groups of students could convert their theoretical knowledge into practice and learn about the ingredients in person.

Paul Bakus, regional director North and Central America: *"At Puratos, our goal is to work with others to improve the lives of people as we protect the planet. As part of this commitment we work in harmony with the communities we are a part of and invest in providing life-changing, educational opportunities. Our Bakery Schools are an excellent example of this commitment in action. It is tremendously rewarding to see the Bakery Schools students in Mexico transform into the Next Generation of bakers in our industry. I am looking forward to seeing this same transformation in our next Bakery School in the United States in 2022."*



Alejandro Alvarez Wittman, General Manager Mexico: *"We are proud to see the evolution of our Bakery School in Mexico. Already 3 generations of students are or have been part of this fantastic journey. We are so proud to see them learn, improve and become active members of the society. The Bakery School is a reflection of our bold aspiration to build a better world and deliver opportunities for those in need."*

Student's testimonials

Abigail Camacho (2019-2022)

"Hello, my name is Abigail Camacho, I'm a student from the 2nd group at the Bakery School Mexico, but due to the pandemic our program was extended to be able to finish our preparation correctly, however within the school I have developed special skills in bakery, pastry and chocolate. At the same time I learned to be autonomous and strengthen my way of working as a team, to be patient and disciplined. I want to thank my teachers and director for the support given in obtaining knowledge and the moral support received, to be able to develop in this specialty.

I learned techniques to make dough such as sponge cake, white bread, Danish, techniques to elaborate some recipes of cakes, breads and chocolates. This is incredible since it gave me a new opportunity of life and to discover my passion and I have surrounded myself with very good friends and teachers.

Thank you, Bakery School for everything, for growing as a person and as a future professional."



Álvaro Joshua Molina Munguía (2019-2022)

"Hello to all, my name is Álvaro Joshua Molina Munguía. For me, the Bakery School has given me a great opportunity to learn more things, expand my theoretical and practical knowledge, I'm fortunate to say that it has helped myself, to be able to grow my mother's business, who has a bakery. It has helped me to carry out other types of applications, that are not common in the place where I live, I've learned many techniques and recipes, but what I have most is "gratitude" for been able to belong to this foundation, thanks to this I have not only been able to learn, I have been able to leave my comfort zone in addition to the knowledge acquired, I know that due to the pandemic the program has been extended, but that is what It has allowed me to stay longer within it, and now that we are about to graduate, I hope to be able to put the name of my Bakery School México very high."

BAKERY SCHOOL SOUTH-AFRICA

Our first group of 24 students started the two-year program in 2019 to become bakers, pastry chefs and chocolatiers. They graduated on February 9, 2021 and were offered employment by Chipkins Puratos with some placed at our customers stores for retail experience and 3 learners at Chipkins Puratos as Junior Bakers.

Nigel Philips, General Manager ChipkinsPuratos: *"In South Africa we are proud to have embarked on the bakery school project which allows us to help young people who come from an under privileged background get a great platform for a successful career in our industry. There is a significant skill shortage in the country and the bakery school allows us to contribute to addressing this challenge for the industry"*

The second group of 25 students was recruited and will graduate in March 2022. The third group of 25 students has been recruited and will graduate in February 2023.

The two-year program's objective is for the students to obtain their matric (Grade 12) certificate together with a NQF 2 industry recognized baking certificate. After having graduated, some students will be hired by Chipkins Puratos and the other students will be offered employment at one of Puratos' customers.

The Bakery School offers the students an educational, an emotional, and a social journey that shapes them into young adults and most importantly into future bakers, pastry chefs and chocolatiers. Over the course of two years, they transform into responsible individuals contributing to their families and local communities.

Besides all the inconveniences caused by the Covid-19 pandemic during the 2021 academic year, the teachers and staff of the Bakery School South-Africa ensured that all elements of the program were achieved. The 24 students from the class of 2020 met all requirements, and they will receive their Bread and Flour Confectionery Baking certificate during the graduation ceremony on March 4, 2022.

Due to the Coronavirus, the Bakery School South-Africa had to suspend all learning activities at some point. This affected the initial 2021 learning plan, but a recovery plan was implemented.

To ensure that the 2021 academic year was not lost, we supplied our students with learning material to complete the theoretical courses at home. The students received extensive support from the teachers during that time through social media platforms such as Zoom, WhatsApp and telephone.

Bakery School South-Africa's commitment to the students and families

Many families were affected financially by the pandemic, so the Bakery School South-Africa made the commitment to assist the students and their families during these difficult times. The Bakery School South-Africa made sure that students had access to essential products, such as sanitary towels and food products.

Several parents are street vendors, so when the lockdown levels appeared, these families were not able to make any income. The Bakery School supplied families with grocery packs consisting of dry ingredients such as flour, sugar, jam, and yeast to name a few. Baked goods such as rolls, scones, and other products with a longer shelf life were provided weekly. This initiative was well received by the families. This is an ongoing initiative and students will also receive these grocery packs post Covid-19.

The school also made sure to inform the students and their families on how they could protect themselves against the virus. Trainings about the virus were given and hand sanitizers and masks were supplied to the students.

Precautionary measures were put in place to comply with the new regulations:

- Students are screened before entering the premises.
- Sanitizers and hygiene soaps are available in all rooms.
- If a student has flue like symptoms, they are not allowed to attend any classes (sick note from the doctor or clinic will be required).
- Social distancing is implemented in our lecture room and labs.
- A student is not allowed in class if he or she has no face mask.
- We disinfect all door handles and surface areas every 3 hours.
- All students are provided with 2 cloth masks and a bottle of sanitizer.

Student's testimonials



Sthembiso Njoyo (2021-2022)

"Greetings, my name is Sthembiso Njoyo, I am 20 years old and I am a student of the Bakery School SA, class of 2021. The Bakery school has helped me so much in my personal life, so much that I had to put more effort in my studies. I have failed some of my previous grades because of not putting more effort but when the bakery school was introduced to me, I did my very best to make sure to be selected for the program. The support we get from our teachers at the bakery school in terms of our studies has also played a role in

achieving better marks. What is most important is that the teachers always teach us discipline and to respect other people. Coming from a difficult background myself, the food parcel they give us supports me and my family. My mother is a single parent working different jobs and sometimes it is difficult to make means. I am really grateful for this opportunity and can't wait to benefit from more opportunities that will still come."

Lebogang Ntuli (2020-2022)

"Hello, my name is Lebogang Ntuli, I am 17 years old and a student at the Bakery School SA. What I have learned at the Bakery School is that you must face the circumstances you come across with a positive attitude and always be passionate in what you do. You must always be encouraged by your work.

We are encouraged by our teachers to always work hard when it come to our studies so that our parents can be proud of us, be consistent in the work we do at bakery school so that we can be future bakers and owners of bakeries."



Impacting
the communities that we
operate in is a key component of our
program. We collaborated with the community
church "Yahweh Church" and offered supplies to the
orphanage home where most of our students come from.
In collaboration with this church, we were able to feed
± 400 children from the orphanage bimonthly.

BAKERY SCHOOL ROMANIA

The Bakery School Romania is a social project aiming to help underprivileged teenagers from Romania, as well as to create skilled workforce for the baked goods industry, for Puratos and its customers.

On September 14, 2020 our fifth Bakery School opened its doors in the small village of Tartasesti and was set-up in partnership with the local Technological high school.

For the first time, a Bakery School will offer its students a "Dual education system", in partnership with a local high school, allowing them to have a school-based knowledge and put them directly into practice.

The main benefits of the dual system partnership are:

- Theoretical & practical classes are integrated in the standard schedule of the high school.
- At graduation, kids will receive an international certified diploma issued by the Ministry of Education.
- Students receive a monthly scholarship (from both the High School and Bakery School), based on their attendance to the classes & grades.
- Teachers are being paid half by the high school and half by the Bakery School Association.

In September 2021, 24 students joined Bakery School Romania (13 students in Confectionary and 11 students in Bakery). We have now, in total, 39 students enrolled in the program.

During 2021-2022 school year, students had online and offline classes, depending on the evolution of the pandemic. When the incidence rate of the virus was high, local authorities decided to close schools and we had to organize online classes.

For the practical classes, the teachers organized online sessions from the Puratos Romania Innovation Center or practical classes in small groups in the Innovation Center.

Student's testimonials

Sandru Nicolae Ionut (Class of 2020-2023)

"When I first came to Bakery School, I had no idea what a pastry-chef does. The first days of practice were difficult. Then, day by day, I was improving my skills, and everything became easier. We have good teachers and supervisors, from the practical teacher to the one that coordinates this project. They are well prepared for their job, very understanding and calm. They help us whenever we need or ask. They are our mentors, making every class attractive and pushing us to want to know more and become better. Even though 2021 was a difficult year because of the pandemic, Bakery School was for me the place where I felt myself, I evolved and learned how to prepare many recipes. It's one of the steps I made for my future."



Stoican Madalina Corina (Class of 2020-2023)

"When I decided to enrol in the Bakery School, I was following my mom's steps. I always helped her at home when she was preparing cakes and sweets. I promised myself that I'm going to earn money in a more easy and pleasant way than my parents. They are farmers, they work very hard to earn some money. In one year, I will have a diploma in Pastry - Confectionery and I will be able to work in this field and support my family to have a better life."

Last year I learned different techniques and complex recipes under the guidance of the teachers. They are organizing all kind of activities like competitions to keep us motivated. In the first contest, I won the third place, and I was a bit disappointed. I wanted to be the winner. But I also learned that there is always something to improve and I'm confident that I will be better for the next competitions."



BAKERY SCHOOL PORTUGAL



In 2018 Puratos Portugal partnered with Casa Pia is Lisbon. Casa Pia is a Public Institution, whose mission is to integrate children and young people back in society, by offering educational programs, quality vocational training and a committed professional integration. Puratos has foreseen the necessary equipment for the bakery & patisserie course, and we make sure that the equipment is well maintained. The TA team of Portugal trains and supports the teaching staff of Casa Pia and each year they provide 100 hours of technical training to the students.

BAKERY SCHOOL PHILIPPINES

Despite the on-going pandemic and through the efforts and great teamwork of the Puratos Philippines team, the renovation and furnishing of the school was completed in less than a month.

Mr. Bernard Poplimont, General Manager Philippines, *"Caring for our community, our industry and contributing to its professionalization while giving chances to under-privileged children is such a privilege. Our Top priorities for Puratos Philippines is to contribute with positive impact to people, community and equal rights work opportunities for all. Our employees are so engaged with this initiative. We are just grateful."*

On September 23rd, 2021, the Bakery School Philippines was unveiled through a simple soft opening program and blessing of the building facilities.

October 4th, marked the official opening of classes for the first batch of twenty students. A zoom orientation was organized while face to face classes were not yet allowed due to the pandemic.

Some of Puratos Philippines' customers and partners in the industry already expressed their support to provide internships and jobs for our students. Senior baking professionals from the industry have expressed interest to provide free special sessions and mentorships as well.



SELECTION PROCESS

Admission to the Bakery School is primarily based on a student's motivation and commitment, but parents are also involved in the selection process. The foundation has an equal opportunity policy for boys and girls.

A call of interest in applications is normally made to the public schools in the surrounding areas. This is a chance for potential candidates to discover the project and learn more about the courses while understanding the opportunities and challenges of a career in the sector of bakery, patisserie and chocolate.

We make sure to respect the following:

- Gender equal opportunity policy.
- 14 to 22 years old.
- Student or high-school graduate.
- Selected according to the degree of social vulnerability.
- Full parental commitment and support.

SELECTION PROCESS IN INDIA

Students who are interested in joining, must fill in a form to share information about their family's social and financial situation. Once the form has been completed and submitted, these applicants are then individually interviewed to assess their motivation and interest to become a baker or a pastry chef. This allows a first selection to be processed. The parents of the shortlisted students are then interviewed to allow the foundation to gauge their support, leading to the final selection of students who will be admitted to the course.

The students are asked to pay a fee of INR 200 (€3) per month for a period of 23 months (INR 4.600 - €70). Once the course is completed, at the time of the graduation the foundation pays back double the amount, or INR 10.000 (€142).

Such an approach ensures that families are fully involved in the Bakery School students' education.

So far 100 students have graduated from the Bakery School in India and 25 are currently enrolled in the program.

SELECTION PROCESS IN BRAZIL

Each year in October, Gol de Letra organizes an open-door event to present the program to the public schools associated and invite people from the community. As the access to the school was restricted, training was announced to the communities by using a sound car and leaflets.

Single Interviews are organized with students who are interested in signing up. This is a very important step that allows the Bakery School team to assess their motivation. The presence of their parents is mandatory as it is critical, they are aware that they will need to be involved every step of the way. They will have a key role to play in guaranteeing a student's regular attendance and will have to ensure homework and study is done properly to fully benefit from the Bakery School trainings.

For 2021, during the recruitment, a preparatory course was created especially for the candidates. Through well-structured planning, the candidates were asked to reflect on some personal goals they want to achieve.

In general, this course aimed to guide young people about the positive potential that this opportunity can have in each of their stories. Each young person left the last meeting with a portfolio of activities, including a short-term life project (2 years), considering the role of bakery in the personal and professional trajectory of each young person.

We also included visual resources such as videos of our technicians talking about the profession, opportunities in the bakery market, among other activities to generate the student's desire to join it.

The selection process lasted 4 days and is seen as a preparatory course.

So far 78 students graduated from the Bakery School in Brazil till 2021 and 26 are currently enrolled in the program (2021-2022).

SELECTION PROCESS IN MEXICO

Students who are interested in joining the Bakery School in Mexico are invited for an interview with the director of the school. They need to be accompanied by one of their parents or a tutor and are asked a series of questions about their family's social situation and present an admission exam. Afterwards the students are interviewed individually and asked about their motivation and reasons to join the school.

Once accepted, the students and parents are invited to a meeting where the guidelines of the school are explained. The school expects complete involvement from the parents and guardians so they can motivate their children during the two-year program.

The first group of students was selected with the help from the Children's Home Rosas Rojas and from the municipality of Tizayuca where the school is located.

So far 17 students graduated from the Bakery School in Mexico and 36 are currently enrolled in the program.

SELECTION PROCESS IN SOUTH-AFRICA

Students of grade 10 of Masisebenze Secondary School and interested in the Bakery program, are gathered in the hall of the school, where explanation is given about what the program entails, the curriculum, as well as the benefits for the students. The students are asked to write a motivational letter as to why they should be part of the program.

They also need to provide details on their background and socio-economic factors.

The Bakery School team then evaluates and selects students based on their level of interest to the program. Short listed students are called in for an interview in the presence of their parent/guardian whereby we get to know the student personally and get insight about the student from their parent/guardian's perspective. It is mandatory and critical for the parents to be there, as the Bakery School team highlights the expectations, while maintaining focus of their normal schoolwork. They will have a key role to play in the student's attendance, performance and will

have to ensure homework and study is monitored to ensure sustainability of our Bakery School Model.

The final step of the selection is conducting interviews with the students' class teacher, to understand the behavior of the student in the classroom environment. This year we have incorporated psychometric evaluations into our selection criteria to ensure all learners in the program will be a fit with our bakery school culture.

Since the inception of Bakery School SA 75 students were enrolled in the program, 2 learners have dropped out (73 learners are actively enrolled) and 24 have graduated so far.

SELECTION PROCESS IN ROMANIA

The selection of future bakers and confectioners begins every year in April-June, and it involves field visits to nearby secondary schools, together with the principal of the high school to present the Bakery School program & its benefits to potential future students. If the context allows it, Open Door events can be organized on the premises of the Bakery School as well as presentations in secondary schools. Every new generation will start its training in September.

The main advantages of onboarding the Bakery School are emphasized during each presentation: the commitment to find jobs for them after graduation, extra-curricular experiences, such as visits to large accounts & practice sessions at different producers, as well as the school facilities – well equipped laboratories, located in the premises of the High-School of Tartasesti.

In July, based on the grades accomplished during final exams (mandatory to graduate Secondary School), potential students can apply to onboard Bakery School.

Keeping in mind our mission to provide professional training for underprivileged youngsters, different admission criteria must be complied with:

- Students between the ages of 14 to 17.
- 8th grade graduated at the time of enrollment.
- Students coming from families with an average monthly income per family member not exceeding the minimum wage in the last 3 months or orphaned by one/both parents or one/both parents who have gone abroad.
- Maximum grade on behavior evaluation in the last semester.

Students who want to apply, submit their application to the partner high school, where they opt for the Bakery School mixed class of bakers – confectioners. They present documents proving that they meet one of the criteria mentioned above. If all the places in the school year are filled, the local team will analyze the applications submitted and will also require a letter of motivation in order to be able to decide which of the students enrolled will be accepted.

According to the partnership agreement, each student receives a monthly scholarship of 45 euros appx. from the Bakery School Foundation, as well as 45 euros from the Ministry of Education. The scholarship is not paid if the students have more than 20 unexcused course absences per month at the specialized classes (theory and practice) organized by the Bakery School. If they have more than 30 absences, they may be expelled or moved to another class or high school. These rules were decided by the management team of the Bakery School Romania.

The students with good results and attendance, will receive a higher scholarship the next year to encourage their attendance and involvement in classes



CURRICULUM PROVIDED AT OUR SCHOOLS

The program is divided into four semesters and spreads over two years amounting to approximately **1.600 hours and 36 subjects**.

We wish to offer an intensive yet adapted learning curve to our students while acknowledging that many of them are new to the world of bakery, patisserie and chocolate.

We start by explaining the equipment, ingredient interaction and role of commodities before moving to more technical and practical lessons. This all helps our students to face the market reality. Lessons are given in decoration with vegetable cream, chocolate tempering, frozen technology concepts, sourdough baking and much more.

Courses on hygiene and food safety, good manufacturing practices, food quality, storage and shelf life, food labelling, raw materials and ingredients are also given.

Our curriculum also offers English courses. Digital communication and how to display and present finished goods is also taught alongside topics such as people and sales management, basic finance, nutrition and worldwide trends.

Field activities provide students with a thorough understanding of the 'on the ground' reality. Therefore supermarket, bakery and industry visits as well as, internships and immersion in the Puratos subsidiaries are organised.

STAFF

The specially selected teachers at the Bakery School are not only experienced in the technical areas of bakery, patisserie and chocolate making, but also in computers, finance, presentation and soft skills such as teamwork and communication. Selection is also based on being able to effectively enthuse and encourage students towards continuous improvement.

TEACHERS IN INDIA

Two teachers (Vipin N.V. and Paritosh Kapur), one administrator (Sheel Iyer) and one Director (Arun Varma) work for the Puratos Sanskaar Foundation.



Vipin N.V. studied Hotel Management before working for 11 years in various five-star hotels and on cruise liners. Before joining the foundation, he was lecturer at Ramnath

Payde College of Hotel Management where he taught Food Production and Baking.



Paritosh Kapur obtained his B.Sc in Hotel Management from Punjab Technical University. After graduating he worked at the Hotel Radisson Windsor and then as a Pastry Chef in Garlic

& Green and Franco Phone for five years. He then joined the Innocent Heart Institute of Hotel Management as a Bakery Instructor for two and a half years before joining Puratos Sanskaar Foundation.

MANAGEMENT IN INDIA



Arun Varma worked in the pharmaceutical industry for 34 years in companies like Glaxo and Sanofi in the areas of sales, management and training. His main responsibility is to manage the day-to-day operations of the school. This includes liaising with the school authorities and customers for industrial training and placement of the students while also offering training such as grooming, etiquette, communication, selling skills and teamwork.

TEACHERS IN BRAZIL



Renata dos Santos Cruz graduated in nutrition with a specialization in Applied Human Nutrition and Nutritional Therapy with 18 years of experience in the areas of institutional food,

with emphasis on food service management and sanitary hygienic quality control. She has been a teacher in technical and professional courses since 2011. She also works as a nutritionist freelancer in industries, bakeries, and other institutions. She brings her experience in the market and inspires the students with her stories.



Nicole de Siqueira graduated in Communication in radio /TV and worked in this sector for 7 years. However, baking was her true passion, so she started

her studies at SENAI in bakery, patisserie and chocolate. Once graduated, she started a small business in food market. She also studied Human Resources and worked in this area for 4 years. Volunteering and Social projects are part of her life: during the pandemic, with the SENAI colleagues, she started producing cakes and breads for donation. Her rich background in communication and HR has been helping her as a teacher to gain more ownership and creativity to give theoretical classes as personal marketing, selling techniques, how to present products, human relationship, leadership etc. One good initiative to help the students to become better leaders. Nicole chooses one student per week to be a head baker, which teaches them how to plan, organize, and work in team during the practical courses. All the rest of the students must follow his/her directions.

MANAGEMENT IN BRAZIL



Cida Campos has worked in Marketing at Puratos since 1997. She studied Communication and Marketing and in 2017 started the Coaching Course to help new professionals in bakery, patisserie and chocolate. In September 2016 she was invited to head the Brazilian Bakery School.

TEACHERS IN MEXICO



Alejandro González

graduated in gastronomy from the University of the Claustro de Sor Juana and has worked in the food and beverage industry as a chef in a retail restaurant

in Mexico City. His teaching career began in the general direction of educational television, where he has been teaching nutrition and food courses for 5 years. He has also collaborated with the administration of industrial dining rooms in the interior of Mexico.



Antonio Sánchez

graduated in gastronomy from the Centro Universitario Internacional de México, and has worked as a sous-chef at the San Francisco Restaurant

in downtown Mexico City. He has previous working experience as a bakery teacher and in international cuisine.

MANAGEMENT IN MEXICO



Gerardo Zarco graduated in Gastronomy from Universidad del Valle de México and has worked in the restaurant industry as a sous-chef and has taught different classes, courses and subjects related to gastronomy at renowned institutions such as Corbuse Gastronomic Institute and the Universidad del Valle de México. He has also collaborated in the publication of several journal articles and TV programs in Mexico. Before joining the Bakery School he held the position of Academic Director at the Instituto de Gastronomía de México. He also holds a master's degree in business administration MBA.

TEACHERS IN SOUTH-AFRICA



Emily Motaung has 5 years' experience in the baking industry. She obtained her NQF level 2 and NQF 3 qualification on a baking learnership with Chipkins Puratos. She was later

promoted to be a facilitator/teacher. She is currently enrolled with MANCOSA for a course in HR.



Thulani Makhanya has 20 years of experience in the baking industry working as a confectioner, baker, and cake decorator. He Joined Chipkins Puratos in March 2021.



Jeanette Letsoalo graduated from the University of Limpopo with an Honors degree in Human Resource Management (for 5 years). She has been part of the Bakery School journey since inception. With this experience and knowledge, she continues to be the link between all stakeholders, including the parents and our valued partner, the Gauteng Department of Education and Masisebenze Secondary School.

MANAGEMENT IN SOUTH-AFRICA



Richard Kuppman has been in the baking industry for 20 years. He worked for various retail groups in South-Africa, then left to open his own training company that focuses primarily on skills development, where he served as a director. He is an accredited assessor, moderator (NQF level 5 and 6), also has an Advanced Diploma in Business management and is in the second semester of his BCom Honors Human Resource Management. Richard also assists the Food and Beverage Sector Training and Education Authority as an external

moderator, where he approves new service providers into this sector. He serves on the South-African Chamber of Baking's training committee. He is also part of a special team instrumental for developing the new baking qualification in South-Africa.

TEACHERS IN ROMANIA

The Bakery School Romania consists of 2 teachers for the theoretical courses, one for each specialization (bakery & confectionery), 2 teachers for the practical courses and a project manager.

Every year, in August, the teachers receive a training organized by Puratos, consisting of 3 days of theory (online webinar) delivered by the local trainer of Puratos Romania and 3 days of practice with the Technical Advisors team (Demonstrators) in the Innovation Center Bucharest (Puratos Romania headquarters).



Mrs. Magdalena Lazar – professor for bakery (theory), has over 22 years of experience in the education system, as well as 5 years of experience in a chocolate factory in

Romania. Being a professor is her main activity; she is also teaching at another high school with a food profile.



Mrs. Ruxandra Proca – confectionery professor (theory), comes from the private food industry, holding over the years the position of Production Director or Research and Development Director.

For the first school year, in the context of the pandemic we decided that the Puratos' Technical Advisors would teach the practical classes.



Mrs. Cristina Stancu joined the Bakery School in September 2021 and is responsible for the practical classes of the patisserie program.



Mrs. Ana Musa also joined in September 2021 and she is responsible for the practical classes of the bakery program.

MANAGEMENT IN ROMANIA



Mrs. Mihaela Banulescu is the Project Manager for Bakery School Romania, she started to work for this project since January 2021.

Mihaela graduated from Valachia University in Romania with an Economics diploma. Her professional experience comes from financial companies where she worked for 10 years (financial leasing company and banks). For the last six years before starting Bakery School project, Mihaela was involved in different projects volunteering for foundations in DR Congo and Haiti.

The project that she coordinates at the moment brings her very close to her previous experience with students in Haiti. She puts all her energy in this project, she is very dedicated and she feels honored that she can use her abilities and skills to improve student's lives.

TEACHERS IN PHILIPPINES



Our Program Coordinator/ Bakery Instructor - **Anna Katrina Unite Pascual** or "Chef Kat" built her culinary career molded by numerous mentors and experiences. In 2005, as

a young culinarian fresh from an internship, Chef Kat developed her skills in different food and beverages establishments. Later on she moved to become a baking and pastry instructor at Global Academy where she stayed for a number of years. During her tenure, she also held the positions Baking and Pastry Arts Program Head and New Programs Manager. Chef Kat also competed in local and international culinary tournaments where she took hold of numerous medals. She continues to participate in bread and pastry workshops and shares her learnings with her students. As an educator, she has mentored, lead, inspired, and propelled aspiring Baking and Pastry enthusiasts, workers, and entrepreneurs towards their goals and the fulfilment of their dreams and aspirations.



Nicole Angela Perez, or Tootie, is the Administrative Assistant of Bakery School Philippines. She's working together with the Head Pastry Chef in conducting classes, ensuring that the campus is well-maintained,

and assisting students with their studies. Before working at Bakery School Philippines, she spent her internship doing R&D for a food service company and has worked as a baker at a café in Bangkok, Thailand for two years where she was trained to produce high-quality viennoiserie and head a team in a medium-scale production. What made her join the team was her dedication to helping others, she has been a volunteer for other NGOs and as a student, has assisted on many baking classes a while back.

JOB PLACEMENT

The Bakery School Foundation has made a very important commitment to ensure that the students that graduate from the Bakery School find a job. The students have the opportunity to work either with the Apprentice Program at Puratos or be hired as a professional beginner in the network of Puratos' customers.

The final employers of our graduates are very impressed by the quality and efficiency of their work. Some of them have even asked to be listed as permanent potential employers in the future.

JOB PLACEMENT IN INDIA

From the total of 28 students that graduated in 2021, 17 started to work in the bakery industry and 3 students started to bake from home using the bakery kit they received at graduation. For the remaining students, we continue the search for an employer which is currently difficulted by the Covid-19 situation.

What do the students and employers think?



Surekha Ramesh Zende (2018-20)

"I would like to share my Bakery School journey. In the Bakery School, I got to learn many things like

cakes, breads, international breads, cookies and frozen desserts. I was sent for 15 days training in Oven Fresh. There I learnt to make different types of chocolates like chocolate pralines, bonbons. Then I was sent to Hybrid for training and the placement. In Hybrid, I got a big achievement in making different types of cakes, pastries and desserts. After gaining experience for one year, I am handling the whole shop and now I have become a Chef. I love this experience and am happy and thankful to the Bakery School Foundation for giving me this opportunity and knowledge."

Comment of Hybrid (employer)

"Shureka is a fast learner, she has a good time management and a good understanding of concepts in cake making. She is hardworking, humble and a great team player."



Yashika Arun Pawar (2019-21)

"I am working in Pantry Hospitality. I have learnt a lot like making different varieties of cakes. I

have been trained in step-by-step process of making sponge cake, layering, coating and decorations. I have also learnt different types of garnishes, brownies, cupcakes and donuts. I have been able to make new friends. My chef is very supportive in making me learn new things."

Comment from Pantry Hospitality (employer)

"She is a very smart, hardworking and talented girl. She is really valuable to our company."

JOB PLACEMENT IN BRAZIL

From the 15 students that graduated in April 2021, 5 students started working as apprentice at Puratos Brazil in a program with a 14-month contract. The remaining students are pursuing further studies or another career.

From the 19 students that graduated in December 2021, 8 are currently working in the bakery industry. The other students try to help their families because some of the parents lost their job due to the pandemic. They are looking into the possibility of starting a small business from home. We are looking into ways we can help and assist them in achieving this.

What do the students think?



Ariane Carlos de Oliveira
(2020-2021)

"I'm Ariane, I'm 23 years old, thanks to this project I'm working at a bakery

as a patissier. It is gratifying to write here and thank you, if you did not invest and believed in these young people, I would not be here today, probably without a profession and without a job. It is worth all the investment and effort. Today, I'm a distinguished professional, Bakery School trained me, and put me in the labor market and changed my life. I'm totally grateful to that."



Leonardo
(2020-2021)

"I'm Leonardo and I would like to describe how amazing it was for me to discover the wonders

of baking. Through the Bakery School, me and my classmates were able to develop the skills needed to work on bakery, patisserie, chocolate sectors. So now we are ready to work in bakeries, supermarkets, and even hotels and cruise ships. Currently I'm working in a bakery, putting all my knowledge into practice. One of the coolest things about bakery is being able to enjoy all the process and see the end results. I'm very interested in sourdough, and I've been researching quite a bit on the subject. The Bakery School has for sure changed my life, and I'm so thankful for all the care, love and trust that the Bakery School has given us. To anyone reading this, my greetings and I hope we meet someday. Keep on proofing dough and keep on proofing that dreams can come true."

JOB PLACEMENT IN MEXICO

The students that started the course in 2019 and that were foreseen to graduate in 2021, are still in school. We had to extend the program due to the ongoing Covid-19 situation. Once they graduate, we will continue the job search for all students.

JOB PLACEMENT IN SOUTH-AFRICA

Out of the 24 students of the class of 2019, 3 students showed consistency and great performance throughout the 2-year journey. They were crowned as the top performers, and they were employed by Chipkins Puratos. The 3 learners have completed their YES learnership program in November 2021 and they were given a permanent employment contract by Chipkins Puratos.

5 of the other 14 students that were on the YES program will be offered a job opportunity at one of our retail customers and the remaining 6 students decided to pursue further studies in Food Science. Once they have completed their studies, they will enter an internship program and be integrated into the Chipkins Puratos family.



Nhlanhla Khoza (2020-2021)

"Hello, my name is Nhlanhla Khoza, and I am 20 years old. Bakery School SA has played a big role in my life since I joined in 2020. Am smiling as am saying this because am currently where I have always wanted to be ever since I joined. I am part of the top performers from the class of 2020 and working at Chipkins Puratos as a Junior Baker.

When I first started at Bakery School, I had set goals for myself, and I knew that the only way to achieve those goals, was that I needed to work hard. My goal was to be part of the top performers as I was motivated by our fellow students from the previous class of 2019.

I will forever be grateful for this wonderful opportunity and wish that all the young boys and girls in Tembisa could join the Bakery School and learn to be better people in society and in our families."

CORPORATE GOVERNANCE

The Bakery School Foundation private stichting/fondation privée is an initiative of the Puratos Group, with headquarters in Groot-Bijgaarden, Belgium. The Bakery School Foundation was established on 26 December 2017 by three founders, all associated with the Puratos Group:

- Puratos Group NV
- Puratos NV
- Coprem NV

The Bakery School Foundation is the successor of the previously existing Bakery School Foundation VZW/ASBL. The previous foundation (VZW/ASBL) was established on 18 May 2016. The Foundation has taken over all activities, assets and liabilities of the previous foundation (VZW/ASBL) as from 27 December 2017. The previous foundation (VZW/ASBL) was liquidated on 28 December 2017.

OBJECT

The object of the Bakery School Foundation is as follows:

- Setting up and promoting teaching and education; organizing teaching, training and support in developing countries.
- Promoting the concept and practice of fair trade.
- Contributing to the social, economic and ecological sustainable development of disadvantaged persons in developing countries.
- Assisting all other good works and welfare works, without any distinction, and in particular the teaching and education of disadvantaged children in developing countries.
- The specific activities through which the object of the Foundation is achieved include, among others: establishing and participating in similar non-profit Foundations in developing countries, establishing and managing bakery schools for disadvantaged children, encouraging employment.

The object of the foundation can only be amended by the founders unanimously.

MEMBERS

Any person who supports the objectives of the Association may apply to become an associate member. The Board of Directors will take a discretionary decision on such applications for associate membership.

Any person who supports the objectives of the Association, whether or not as an associate member, may, on the proposal of at least two members, be accepted as a working member by decision of the general meeting, taken with a majority of three-quarters of the votes cast.

The general meeting comprises all working members. All working members have the same voting rights; each working member has one vote.

Working and associate members pay the same annual membership fee. The amount of this fee is determined by the general meeting. To enable more interested people to become a member, the fee may never exceed five hundred (500) euros.

In June of each year the Board of Directors submits the financial statements for the previous financial year, together with the budget for the following financial year, to the general meeting for approval.

At this general meeting an explanation is also given of how the Association has contributed towards its objectives.

BOARD OF DIRECTORS

The Association is managed by a Board comprising at least three members, elected by the general meeting for a term of three years. The directors may or may not be members of the Association and may be removed at any time by the general meeting.

The Board of Directors who manages the Foundation, is responsible for the day-to-day management and the implementation of the programs and activities.

On average, the Board of Directors meets every quarter to discuss the activities and future strategy of the Bakery Schools. Directors with a conflicting proprietary interest must abstain.

In 2021 the Board of Directors met on March 12, May 05, October 05 and December 07.

From its establishment and throughout 2021, the Board of the Association consisted of the following persons:

- Chairperson: I. Baty
- Secretary: C. Surdiacourt
- Treasurer: J-P. Michaux
- Board Members: S. Bouvy, M. Valls

The members of the Board of Directors are authorised to commit the Association validly, through two Board members acting jointly, in compliance with the Articles of Association.

The directors are assisted in their tasks by the following volunteers:

- Communication: K. Mouvet, Group Internal Communication Mgr.
- Legal & fiscal support: M. Smet, in-house tax lawyer
R. Straetmans, Legal and Tax Director
- Financial support: J. Segers, CSR coordinator
G. Tieleman, Accounting Manager
- Human Resources: P. Naveau, Group Compensation & Benefits Mgr.
- Technical support: C. Surdiacourt, Group Customer Technical Support
- Administrative support: L. Van Ginderdeuren, Management assistant

The directors and these volunteers were chosen for the diversity of their experience and knowledge. The presence of representatives of the Puratos Group ensures that the philosophy of the founders is upheld.

Neither the board members nor the volunteers receive any remuneration.

The accounting of the Bakery School Foundation is outsourced to the financial services department of Puratos. The latter does not receive any compensation for this service.

FINANCIAL REPORT

Balance sheet

Bakery Schools properties (buildings & equipment)	€ 309.355
Cash	€ 160.135

Total assets	€ 469.490
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Equity	€ 214.320
Payables	€ 255.170

Total liabilities	€ 469.490
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P&L

Operating costs	- € 271.280
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Other	- € 6.439
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Donations received	€ 277.719
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Net Result	€ 0
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OVERVIEW

India (August 2017 – August 2019)



India (August 2018 – August 2020)



India (August 2019 – August 2021)



Brazil (February 2018 – February 2020)



Brazil (February 2019 – February 2021)



Brazil (February 2020 – February 2022)



Mexico (August 2018 – August 2020)



Mexico (August 2019 – August 2021)



South-Africa (February 2019 – February 2021)



South-Africa (February 2020 – February 2022)



Romania (September 2020 – September 2021)



Philippines (September 2021 – September 2023)



Notes

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www.bakeryschoolfoundation.com

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