

Annual Report 2023



bakeryschool
foundation

PRIVATE FOUNDATION

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INTRODUCTION

The Bakery School Foundation was established with a noble purpose: to provide quality education to underprivileged youngsters around the world. Recognizing the plight of children on the streets and the need for skilled bakers, pastry chefs and chocolatiers, Puratos took action and created the Bakery School Foundation.

Education beyond basics

Our comprehensive courses go beyond basic education, equipping students with practical training that empowers them to earn a decent living wage. We believe in providing real-world experiences, which is why our program includes internships at different companies so they are able to get a first taste of the industry and get some hands-on experience.

Creating opportunities for graduates

Our commitment extends beyond education. We are dedicated to helping our graduates succeed by offering employment opportunities based on merit and achievement within our subsidiary companies. Alternatively, we assist them in finding meaningful work with our customers, ensuring they have the chance to pursue their passion and build a successful career.

The Foundation currently counts 12 Bakery Schools in 11 countries India, Brazil, Mexico, South-Africa, Romania (2), Portugal, the Philippines, the USA, Lebanon, El Salvador, Vietnam and many more to come.



Cédric Van Belle
Chairman of the Puratos Board



Ingrid Baty
Chairwoman of the Bakery School Foundation

BAKERY SCHOOL FOUNDATION



Our Mission

We are committed to have an **important impact on the life of underprivileged youngsters** by training them to become future Bakers, Pastry chefs and Chocolatiers.



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.**



The future
by 2030

We will
have opened

20
schools

and
welcome

1000
students

on a yearly
basis

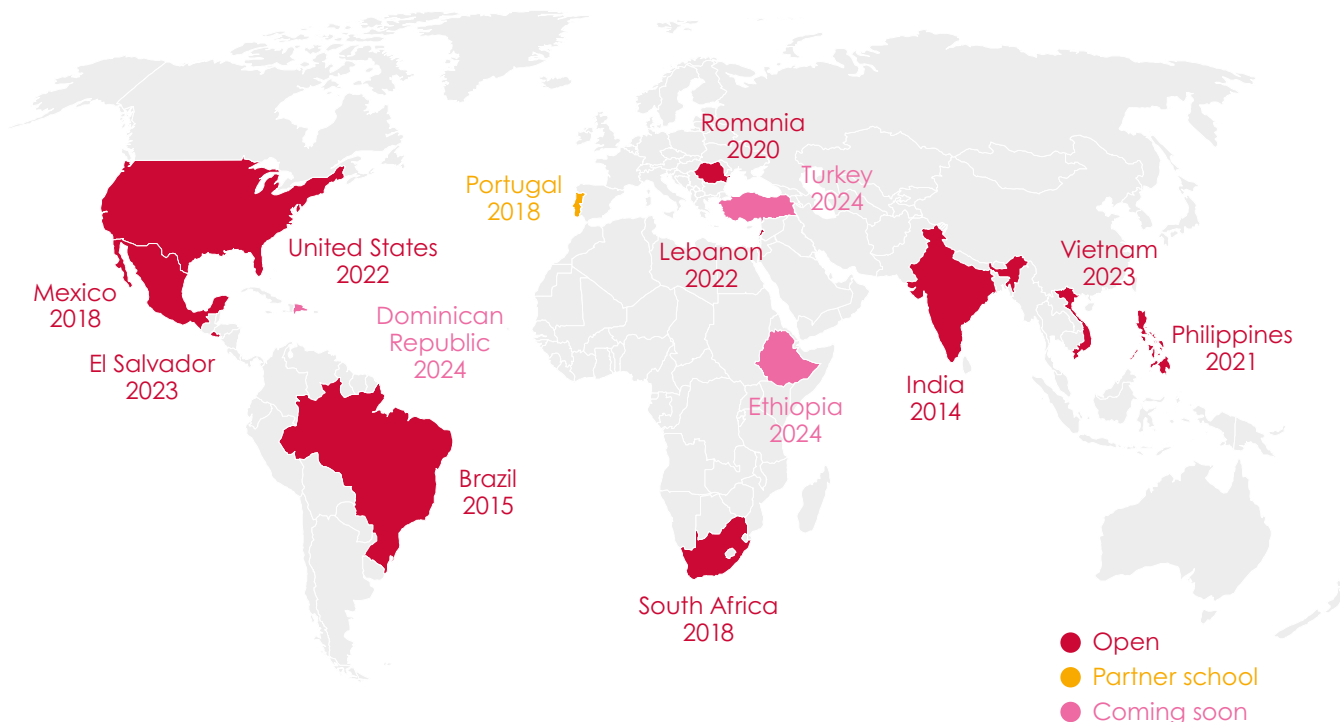
Performance
end 2023

12
schools in
11
countries

515
Students
enrolled

98
Students
graduated

Where are we located



The Bakery School Foundation and the Sustainable Development Goals



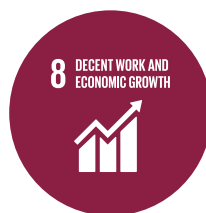
Through the creation of our Bakery Schools, we ensure job security for underprivileged youngsters to help them provide an income for their families.



Thanks to our Bakery Schools in India, Brazil, Mexico, South Africa, Romania, Portugal, the Philippines, the USA, Lebanon, El Salvador and Vietnam our students enjoy quality education that leads to job opportunities.



By offering the course to everyone, we promote equal opportunities between female and male students.



By offering job security to all students that graduate from our Bakery Schools, 403 students graduated so far and have been employed by Puratos or one of its clients.

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. It aims 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 generation of students graduating each year, we are sure to add the right value and fill the skill void that existed for all these years.*

We are immensely proud of the journey that the Puratos Sanskaar Foundation has undertaken over the past decade. Our vision and mission have always been focused on taking the new generation to another level by equipping them with essential skills and knowledge,” said Pooja Dharod, school administrator, adding, *“The Foundation's unique approach to combining bakery education with holistic development truly makes the difference.”*

In 2023 we welcomed 14 new students, ready to embark on this journey to become successful bakers, pastry chefs and chocolatiers. Over a course of 2 years they will complete a curriculum including 450 hours of theoretical training, 750 hours of practical training, industrial visits, internships and exams.



Graduation of the class of 2021

On October 8th, we celebrated the graduation of 13 students from the Bakery School India. They are ready to start their careers in the bakery sector. One student started working at Puratos India, 10 other students were placed at one of our customers while two other students decided to pursue further studies. As a graduation present the students received a bakery kit which gives them the opportunity to start their own small business and to bake from home.

Student's testimonials

Pritika Pawar (2022-2024)

"My name is Pritika Pawar and I got to know about the Bakery School India from Shiravane Vidyalaya college. I am glad that we have the opportunity to learn about Bakery, Patisserie & Chocolate. Thanks to Puratos Sanskaar Foundation for giving us this platform which allows us to delve into a beautiful career-oriented course. One of the best parts about school is that they support us along the way and give us advice. I can proudly say that skills are developed, confidence is built & dreams are realized. Thank you."



Priyanka Manjule (2023-2025)

"I am Priyanka Manjule and I got to know about the Bakery School India when Pooja visited our NGO and gave us career guidance about the wonderful industry of bakery, patisserie and chocolate. I was fortunate to get the chance to join the school. My mother never allowed me to go ahead with higher studies for two reasons, high fees and the majority of courses will not have a major impact on my future. But she allowed me to enrol for this course, since it gives multiple career choices – home baking, chocolatier, jobs in the industry, starting own bakery classes, etc. I am running out of words to express my feelings. Thanks a lot for giving me this life changing opportunity."



BAKERY SCHOOL BRAZIL

A partnership between Puratos, Gol de Letra Foundation and SENAI technical institute created the Brazilian Bakery School in 2015.

With the idea of continuously improving, we started a new 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. Our course now is recognized by the Brazilian Department of Education which permits students in internship, reduction of public transportation, discounts in cultural activities such as movies, theatre and museums.

The technical school of Natasha offers our students several advantages such as:

- 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 neighbourhood of our students, so they spend less time commuting.

In December 2023, a group of 23 students graduated. They prepared a special menu for their teachers, families and friends demonstrating the knowledge they have built during this two-year journey.



A new group of 30 students was selected. They started the program in January 2024 and will graduate in December 2025. End 2023 we had 41 students in the program.



Student's testimonials

Renan (2023-2024)

"Hi everyone, I am Renan and I would like to share my experience so far. Being able to follow this training on bakery, patisserie and chocolate has been wonderful. Since I started this course I have been given more and more responsibilities during my internship. I have already finished the course on bakery and I'm looking forward to start working with patisserie and chocolate. Being part of the bakery school Brazil makes me happy since it gives me a lot of opportunities for the future. Thank you very much."



Gol de Letra Foundation was established on December 10th, 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.

BAKERY SCHOOL MEXICO

On August 21st, 2018 the Bakery Foundation inaugurated a third school in Tizayuca Hidalgo and welcomes students between 14 and 22 years of age to join our 2 year program and help them to start a career in the bakery and patisserie industry.

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, education opportunities. Our Bakery Schools are an excellent example of this commitment in action. It is tremendously rewarding to see the Bakery School students in Mexico transform into the Next Generation of bakers in our industry."*

Alejandro Alvarez Wittman, General Manager Mexico: *"We are proud to see the evolution of our Bakery School in Mexico. We are so proud to see them learn, improve and become active members of the society. The Bakery School reflects our bold aspiration to build a better world and deliver opportunities for those in need."*

On December 8th, 2023, the graduation of 12 students of the third generation took place. Besides passing their theoretical and practical exams; they showed perseverance and they had the strength to see their dreams come true by reaching the end of the course after almost two years and a half. They were very happy to receive their diplomas and to start working within the industry.

Their family and friends were present at the ceremony, as well as the management team of Puratos Mexico and two well-known personalities within the bakery industry, Chef Hugo Fernández and Chef Daniel Sánchez, who were the godparents of this 3rd generation of students.



Student's testimonials

Yoshua Yañez García (2023-2025)

"Hello my name is Yoshua, student of the 5th generation of the Bakery School Foundation México.

Entering a school where you never stop learning has given me one of the most beautiful experiences of my life. Knowing that making mistakes is not a bad thing, but rather something we can improve on, makes me realise that life is not about mastering everything, it is about being able to, learn and enjoy.

Since I started, I learned that I am not alone, I have fantastic teachers with incredible skills, knowledge and patience. I can share this experience with great classmates. We support and help each other to realize our dreams. Entering the Bakery School México made me realize that the sun always rises for everyone."



Paloma Covarrubias Muñóz (2023-2025)

"Hello, how are you? I'm Paloma, a student from the new generation of the Bakery School.

I am a very shy and fearful person, but when I entered this school, I realized that I can have a world of possibilities, thanks to the knowledge that the teachers have. They have taught us that making mistakes is not bad, that we learn from it and that we advance and improve our skills.

The teachers are wonderful. Thanks to their understanding and attention, we can continue to improve day by day. After graduating I would like to be able to start a small business and put a smile on people's faces with my cakes."



BAKERY SCHOOL SOUTH-AFRICA

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.

Nigel Philips, General Manager Chipkins Puratos: *"In South Africa we are proud to have embarked on the bakery school project which helps young people from underprivileged backgrounds to get a great platform for a successful career in our industry. There is a significant shortage of skilled labour in the country and the bakery school can be part of the solution."*

The two-year program's objective is for the students to obtain their matric (Grade 12) certificate together with the industry's 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.

On February 27th, 24 students of the third generation (class of 2021) graduated. Four students were offered employment at Amaro Foods (an industrial channel customer in Cape Town). Chipkins Puratos selected top 3 performing students to join us as junior bakers. After a 12-month learnership contract they were given permanent contracts. Three other students started a career at CB Baker (artisanal customer) and 12 other students will start working at one of the retail customers (Spar Corporate or Pick n Pay Family Stores). Two students decided to pursue further studies.

The graduates of the class of 2019 held their first annual alumni get together event at the Bakery School. The main purpose of this event is to stay in touch with our alumni and to keep track of their progress be it in life, work or school. The event was also about motivating the current generations of students.

Student's testimonials

Thabile Mdhuli (2023-2024)

"Greetings, my name is Thabile Mdhuli I am a student at Masisebenze Comprehensive School. I joined the Bakery School in 2023 and so far, it has been the most exciting experience I've ever had. What I learned at the Bakery School is to stay vigilant and focused on everything you set your mind to. Doing so you will make the impossible possible, what we are taught at the Bakery School is not only baking, but we are also taught discipline, respect and engaging with people so that in the future we will be better people. In addition, they taught me good presentation skills and increased my vocabulary in English. My facilitators are my motivation to keep working hard and strive for the best. Because of the Bakery School I'm now aware that there is hope to pursue your dreams and passions despite living in a township, moreover, to achieve your goals. I'm honoured and grateful to be given this wonderful opportunity. Thank you."



Nhlanhla Ngcobo (2022-2023)

"Hi, my name is Nhlanhla Ngcobo. I joined the Bakery School in 2022. I was excited to join the Bakery School because I wanted to explore more within the baking sector. The first rule we learned at the school was "clean as you go". This rule keeps the Bakery School clean and our mind fresh. At the school we did not just learn how to bake, but also, how to listen, take responsibilities and honesty. We came into the Bakery School as students and over time we grew as a family. Being part of the Bakery School project taught me a lot of things and improved my communication skills. I was a shy person, but now I can say I carry a voice with authority. The Bakery School upgraded my thoughts and made me think more about the future. We were taught to work under pressure which helped me a lot. No matter how much pressure, I always find a solution to make things better. I want to work more and harder so others can see that "the future is what you bake of it."



Testimonial of a guardian

Nelisa Ntaka

"Greetings, my name is Nelisa Ntaka, the guardian of Anathi Ntaka who is a student at the Bakery School. He started with the program in 2022 and his performance was outstanding but unfortunately he could not pass his grade 11. Even though he did not pass his grade 11, that did not discourage him because he had a very supportive team from the Bakery School which motivated and encouraged him to not give up and fortunately, he is now doing his matric. Bakery School has made a huge impact on his life, he obtained new skills which will help him in future. He is now able to work with people and mostly importantly, the Bakery School has taught him respect and discipline. I would love to thank the Bakery School for introducing such program to our children because not only does it teach them about baking, but it also develops young future entrepreneurs. Thank you, Bakery School South Africa."



BAKERY SCHOOL ROMANIA

The Bakery School Romania aims to provide the right support to underprivileged teenagers from Romania by offering specialized courses in the bakery industry and thus, creating the much needed skilled workforce for the baked goods industry, for Puratos and its customers.

On September 14th, 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 and practical classes are integrated in the standard schedule of the high school.
- At graduation, they will receive an international certified diploma issued by the Ministry of Education.
- Students receive a monthly scholarship (from both the High School and the Bakery School), based on their attendance to the classes and grades.
- Teachers are being paid half by the high school and half by the Bakery School Association.

In 2022 a satellite school with a local high-school in Cluj-Napoca city. We have now a total of 93 students enrolled in our 3-year program, 3 generations of students in Tartasesti and Cluj-Napoco. To support our ambitions, we are constantly organizing fundraising campaigns and we collaborate with top customers to achieve donations, sponsorships, create awareness for the program and internships for our students.

Student's testimonials

Daniela Oana Sarca (2023-2026)
Cluj School

"I've been a fan of desserts since I was a little girl, and I never thought I'd be able to get into a confectionery lab and make desserts myself and to have the opportunity to learn such a profession. I am very grateful for the great teachers and classmates I have. At first, I didn't think I could do anything in that lab, but I was supported and encouraged by my teachers and classmates, I have taken courage and I am very proud of myself and everything I have done so far in the Bakery School. The dessert that I really like to eat but also to make is Tiramisu. I met some very talented people from whom I have learned a lot. I'm excited for the confectionery secrets I've learned, and I'll keep learning them. My parents encourage me on this journey to have a beautiful career within the bakery industry & I do not regret the choice I made. In the near future I want to open a business and fulfill my dream. Thank you so much for this opportunity!"



Alexandra Stefania Nita (2023-2026)
Tartasesti School

"I am Alexandra, from the Bakery School Romania. I am very happy to be part of the Bakery School family. The day of the interview I was very nervous but I managed to be admitted. It's a new and challenging world for me, where I can achieve what I've dreamed of since childhood - cakes and desserts with a lot of chocolate. Bakery School is the best school."



BAKERY SCHOOL PORTUGAL



In 2018 Puratos Portugal partnered with Casa Pia in Lisbon. Casa Pia is a public institution, whose mission is to integrate young people in society by offering educational programs, quality vocational training and a committed professional integration. Puratos has foreseen the necessary equipment for the bakery and patisserie course, and we make sure that the equipment is well maintained. The technical advisor team of Puratos 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

The Bakery School Philippines inaugurated its premises and had its building facilities blessed on September 23rd, 2021. Subsequently, on October 4th, the first group of students commenced their classes during the official opening.

Mr. Bernard Poplimont, General Manager Puratos Philippines, *“Caring for our community, our industry and contributing to its professionalization while giving chances to underprivileged children is such a privilege. Our top priority for Puratos Philippines is to contribute with a positive impact on people, and the community, and equal rights and opportunities for all. Our employees are so engaged with this initiative. We are just grateful”*.

The first generation of students graduated in August 2023. Currently, the 2nd generation of students are in the final term of their in-house training, and will graduate in June 2024. The 3rd generation of students has commenced their first term. To appeal to prospective students, an open house was organized, featuring demonstrations of skills and insights shared by the first-generation students. At present, 39 students are progressing toward becoming bakers, pastry chefs, and chocolatiers.

Student's testimonials

Ruth Sarceno (2022-2024)

"A few years ago, I never set goals since I thought I wouldn't be able to study since our family is financially unstable. The only breadwinner in our family is my eldest sister. My mother can't provide for us due to her health conditions. I thought to myself "Nothing goes my way". Not until my cousin sent me a link for a scholarship form from Bakery School Philippines and said that I should try to apply. I did. I was hesitant at first because I thought there were certain skills and knowledge needed to be able to apply. But after the interview, I fortunately got in. On our first day, since I was shy and introvert, I didn't know how to get along with my classmates very well. But the Bakery School got this welcoming feeling. So, I got to adjust and be comfortable learning about Baking and Patisserie while enjoying and having fun. Thanks to our Chef instructors for letting us explore new things when we're having class. Teaching us from basic to professional work ethics. The Bakery School didn't just teach me skills about baking, it also taught me social skills, patience, and time management. Now, I have plans and goals set in mind to achieve in the future. Thank you, Bakery School Philippines for giving this opportunity to someone like me. And I hope the help you're giving to the youth doesn't come to an end."



Jomel Jelloso (2022-2024)

"Attending Bakery School Philippines is one of the greatest opportunities that I had because it helped me a lot to improve all my skills in baking. I gained a lot of knowledge here because of the help of our great instructors Chef Kat and Chef Alec. Bakery School Philippines changed my life by providing us with special skills, knowledge, and experience in baking and by letting us have an opportunity in the baking industry. As one of the scholars at Bakery School Philippines, I learned a lot here, lots of new things especially when I had my first hands-on experience. At first, there was a lot of hesitation and nervousness because it was my first lab ever, but it made me realize eventually that I needed to pursue this because it was for myself and my future. I already know how to bake cakes, breads, pastries and all the techniques about baking. I'm very thankful because I had a chance to be one of their scholars."



BAKERY SCHOOL USA

On September 7, 2022, the Puratos Bakery School Foundation and Puratos USA opened the first U.S. Bakery School at Pennsauken High School in Pennsauken, New Jersey, 5 minutes away from the Puratos USA Headquarters.

Pennsauken High School is a highly diverse public high school in New Jersey, serving about 1200 students in the 9th-12th grades. The school boasts of strong vocational programs such as automotive technology, carpentry, culinary arts electrical trades, among others. The Bakery School is a perfect addition to this list of career and technical offerings designed to provide students with employable credentials in high-demand fields right out of high school.

Seamlessly integrated into the high school curriculum, the four-year program consists of 1,600 hours of classwork in the disciplines of bakery, patisserie and chocolate and equips students with the practical knowledge and skills necessary for immediate employment. At the end of the program, the students will receive a Certificate in Baking & Pastry and an industry-recognized certification from the Retail Bakers of America. The curriculum provides students with hands-on experience through internships, both at Puratos sites and at industry partner plants and bakeries. Additionally, there will be guest lectures from industry experts, as well as field trips, work sessions in bakery environments to introduce students to the professional baking world, allowing them to see and explore real-life applications of their learnings.

The American Bakers Association has identified in their recent Workforce Gap Study that access to highly skilled, flexible workforce is the top business concern for the bakery industry. The new facility and program in Pennsauken High School will introduce skilled baking expertise into an industry that needs a sustainable pipeline of talent while providing life-changing opportunities for young people in the region. Even while in its infancy in the US, the program has been awarded Best in Baking top honors for Workforce Development at the 2022 International Baking Industry Exposition (IBIE) in Las Vegas, NV USA.

"We are thrilled to have the next Bakery School located at Pennsauken High School, just steps from our U.S. headquarters," said Andy Brimacombe, President, Puratos U.S. & Pennant Ingredients. "We see a need in skilled talent to fill leadership positions in bakeries and baked goods manufacturing throughout the country. The impact these students can have on our industry and we on their futures is exponential."

The inaugural class of fifty-nine students were welcomed into the program through a symbolic White Coat Ceremony where each one received a chef coat to mark their induction into the school and the growing global community of Bakery School students.



Now on its second year, the program has provided diverse learning opportunities for the students. The Puratos USA team is a constant presence at the Bakery School, conducting regular lectures, demonstrations, and trainings. In the summer of 2023, we started our Bakery School internship program at Puratos with two selected students, who both gained amazing experiences in the creative and technical areas of Puratos, as well as a rare chance to be part of Taste Tomorrow 2023 in Austin Texas.



Our industry partners such as Bimbo, Flowers, Bridor and King's Hawaiian have been contributing to the program through guest lectures, demonstrations, field trips and by giving the students perspectives into future careers in the bakery industry.

Student's testimonials

Shiann Moore (2022-2026)

"In the last months, I've made pizza, baguettes, brownies, cinnamon rolls. Every day, we learn something new, and I am always excited to come back for more. We support our school community by sharing what we make in class with fellow students and teachers. With the skills that I am learning, I plan to open a food truck or a pastry shop and have fun while doing what I love."



Jayleen Arias (2022-2026)

"I love this program and look forward to it every day! I like the way we work in teams as we bake bread and pastries together. We also collaborate with other classes. For example, we made pizza with the Culinary Class and learned from each other. I am not good at meeting new people, but this class brings everyone together. I am happy to be part of the Bakery School and committed to finishing the four-year program. When I graduate, I want to open a bakery or catering business with my family."



BAKERY SCHOOL LEBANON

On November 14th, 2022 we celebrated the opening of our 10th Bakery School in Lebanon. The school was created to honor and memorialize Mr. Issam Hashwi and has the objective to nurture career paths of underprivileged youngsters by training them to become future bakers. The program has been set to introduce students to the world of bakery, pastry, chocolate and ice cream.

24 students were recruited as the first promotion to be graduated from the 2-year program with a degree that will be certified by the Lebanese Ministry of Vocational and Technical Education to create a career path in the baking industries for the region.

In 2023 the Issam Hashwi Bakery School welcomed 20 new students that are eager to embark on this 2-year journey to become future bakers, pastry chef and chocolatiers.



Student's testimonials

Mohamad Tunji (2023-2025)

"I want to say that everything in the school is amazing like the teachers, the balance between theoretical and practical classes and all the caring and attention we receive.

I have already made some close friends with whom I can share my experiences and doubts.

Thank you for everything you are providing for us."



Omar Orfali (2023-2025)

"Taking a bakery class was an amazing experience for me. I learned so much about different baking techniques and flavors. Chef Issam was incredibly knowledgeable and helped me understand the science behind baking bread. I enjoyed trying new recipes and experimenting with different ingredients. The best part was getting to taste the delicious bread I prepared at the end of each class."



Lama Kreidieh (2023-2025)

"Issam Hashwi Bakery School provided me with an amazing opportunity that exceeded my expectations. During the past three months, I've learned a wide variety of baked goods, acquired valuable information, and got the chance to meet skilled chefs and good friends. I am very happy and proud to be in this school."



BAKERY SCHOOL EL SALVADOR

In February 2023 we opened our 11th Bakery School in Santa Ana, El Salvador, the first of its kind for the country. The Bakery School will provide quality education and employment opportunities for young people from disadvantaged backgrounds in a state-of-the-art environment, fostering a positive impact on their lives and prospects.



Although global demand for breads, cakes and pastries is on the rise, there are not enough bakers to meet this demand in El Salvador. The Puratos Bakery School Foundation recognizes this skill shortage and aims to make a positive impact by providing meaningful training and market-leading ingredients to young people. The program not only empowers students to shape their own futures, but also plays a pivotal role in safeguarding the bakery, patisserie and chocolate industries.

"We believe that by establishing our Bakery School here in El Salvador, we can make real differences to the lives of young people, their families and communities, as well as contribute to industry growth. Our mission is to provide a launchpad for careers in the bakery, patisserie, and/or chocolate sectors for individuals who may otherwise not have had the opportunity. It's been a true pleasure watching students all over the world thrive when given the right resources and we can't wait to witness the next generation of bakers make their mark," states Mazzella Giuseppe, General Manager of Puratos El Salvador.

For the first time since the existence of the Bakery School Foundation we collaborated with an Belgian NGO, Via Don Bosco, that specializes in offering vocational training in developing countries. Together with the partner school San José in Santa Ana, we celebrated the official opening of the school on December 18.



Student's testimonials

Alejandra Lucero (2023-2024)

"I want to share the incredible experience I have had so far at Bakery School El Salvador. In the beginning, my knowledge of baking was so limited. However, each class, has been an opportunity to explore new flavours and to improve my skills in creating breads and desserts. Beyond the technical and theoretical skills, Bakery School has been a place of community and collaboration, where we share a passion for the art of bread making. Sharing experiences with passionate and talented peers has enriched my learning and created new friendships. The instructors have been exceptional, guiding us with patience and dedication. Their commitment to sharing their knowledge and passion for baking has made each class an unforgettable experience. I thank Bakery School for this new experience, which has been more than an education, it is the place where I have gained knowledge and experience and found a passion that has completely transformed my perspective on cooking."



Gerardo Martínez (2023-2024)

"My name is Gerardo Giovanni Martínez and I got to know the Bakery School thanks to a friend. The time I have spent in this place has been very comforting, I arrived with basic knowledge in the area of bakery and pastry and thanks to the excellent teachers, my knowledge on the subject has grown tremendously. It is a unique opportunity because they give you the tools to open your own business in the future and the opportunity to excel in the workplace."



BAKERY SCHOOL VIETNAM

On September 5, 2023 we celebrated the opening of our Bakery School in Vietnam in the presence of our first group of 28 students, governmental institutions as well as some important Vietnamese companies within the baking industry.

Together with our partner, VSVC (Vietnam-Singapore Vocational College) we start this 2-year journey to transform these 28 youngsters into professional bakers, pastry chefs and chocolatiers.

The significant lack of qualified employees in the bakery-pastry industry made us invest in this educational project in Vietnam. The insufficient number of skilled workers is the main obstacle hampering the development of businesses.

We want to have a legacy that can contribute to the development of future generations, to have skilled employees in the labour market, to grow the quality of the bakery and pastry industry.



Student's testimonials

Dinch Thi Ngoc Thy (2023-2025)

"At first, I failed to make cakes, I was so disappointed in myself for not trying and putting my heart into the cake. But I always tell myself "Tough times don't last forever". There's always going to be a positive outcome, and finally I started to make delicious cakes. So always be better than yesterday in your goals. Thank you - Bakery School Vietnam for everything."



Phung Thi Van (2023-2025)

"7 months have passed since the first meeting with the teachers visiting our home. I am very grateful to have been given the opportunity to study at the Bakery School Vietnam. There are joys, sorrows, successes and failures in baking. But each of those emotions are motivating me to move forward and pursue the baking profession. Grateful and appreciative of everything!!!"



FUTURE SCHOOLS

In 2024 we have already foreseen to open three more schools: Turkey, Ethiopia and Dominican Republic who will open their doors in September 2024. And of course many more to come.

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 opportunities 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.

Students that are interested in joining the program, are asked to send an application form and a motivational letter. Afterwards a first selection of students is invited to the school together with their parents or legal guardian. During the interview we focus on the reasons they would like to join the bakery school as well as their social and financial background to make sure we end up with 25 to 30 students that are the best fit with our mission and vision.

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 courses on English, digital communication, how to display and present finished goods as well 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 motivate 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 Nambiar holds a diploma in Hotel Management from the Naval Institute of Technology. He has a total of 22 years of experience, working in hotels and

restaurants as well as teaching. He joined the Bakery School India in September 2015.



Paritosh Kapur obtained his B.Sc in Hotel Management from Punjab Technical University. He has 13 years of experience in the horeca sector. He joined the Bakery School in July 2018.

MANAGEMENT IN INDIA



Pooja Dharod graduated in B.Sc. in Hospitality Studies from Mumbai University. After 2 years of vocational training in Bakery and Confectionary from SNDT University, she worked as a Bakery Faculty in various hotel management colleges for around 6 years. The last 3 years she worked at Sarjena Foods PVT LTD as a New Product Development Head before joining Puratos Sanskaar Foundation on August 17th, 2022 where she now is responsible for the daily management of the Bakery School.

TEACHERS IN BRAZIL



Nicole de Siqueira graduated in Communication in radio and 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

food business. She also studied Human Resource 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 bread to donate. 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, leadership programs etc. She introduced a new initiative that helps the students to become better leaders. Each week she chooses one student to be head baker. It teaches them how to plan, organize, and work in team during the practical courses. All the rest of the students follow his/her directions.



Simone Tobo graduated in nutrition from Guarulhos University and holds an MBA in Food Management Quality, with a specialization in functional nutrition and cancer prevention from the State Educational Center of Paula Souza. She gained experience as a

teacher at Anhanguera and Guarulhos University. She also worked as a nutritionist for the department of quality control and regulatory affairs for a food company. She is a speaker at corporate events and develops materials for distance learning courses. She currently works as a clinical nutritionist with a focus on aesthetics and oncology. She started at Natasha Franco Technical School in 2022.



Thayane Aparecida Oliveira Santos Portela graduated

in gastronomy and followed several courses dedicated to Bakery, Patisserie and

Chocolate. Besides being a teacher at the Bakery School, she works as a pastry chef where she gives training at LSG Sky Chef.



Paula Cristina Lourenço

is a nutritionist and worked in large supermarket chains such as Cencosud, WalMart, Pão de Açúcar, Vivenda do

Camarão in the area of development and marketing. She has been working with the students in organization and coordination of production routines, food safety, marketing and entrepreneurship.



Moacir Ferreira Filho

holds a diploma from Cambridge University as well as a doctorate from the Catholic University in Lisbon. He works as a university

professor and teaches English to our bakery school students.

MANAGEMENT IN BRAZIL



Cida Campos holds a Master Degree in Communication and Marketing and prior to joining the Bakery School, she worked as a Marketing Manager at Puratos Brazil for 19 years. In September 2016 she was invited to lead the Brazilian Bakery School. She organized the graduation of the first generation of students and made the recruitment for all the following groups of students. Since then she has organized 6 graduations, brought extracurricular activities and she has been promoting the program at public schools, NGOs, food

events etc in order to attract more students and strengthen the selection process. She also was responsible for moving to the Natasha Technical Institute.

TEACHERS IN MEXICO



Alejandro González

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

in Mexico City. Before joining the bakery school, he had already several years of experience as a teacher.



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 the Universidad del Valle de México 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. 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 National Supervisor of Special Projects at Puratos México. He also holds a master's degree in business administration MBA and currently he's stuying a doctorates degree in education.

TEACHERS IN SOUTH-AFRICA



Emily Motaung has 7 years of experience in the baking industry. She obtained her NQF level 2 and NQF 3 qualification on a baking learnership with Chipkins Puratos. She

holds a diploma in Human Resources from Mancosa. She was a bakery school teacher and was recently promoted to be the Baker School administrator in January 2024.



Thulani Makhanya has 21 years of experience in the baking industry working as a confectioner, baker, and cake decorator. He joined Chipkins Puratos in March 2021.

MANAGEMENT IN SOUTH-AFRICA



Richard Kuppen 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. He is an accredited assessor and moderator and he holds a Diploma in Business management and BCom Honors Human Resource Management and is currently in the first semester of a two year Master in Business Administration.

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 is the chairman of the South- African Chamber of Baking's training committee. He is also part of a special team responsible for the transition of the bakery qualification into an occupational qualification that will be endorsed by the South African Qualifications Authority (SAQA).



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.

TEACHERS IN ROMANIA



Gorina Gheorghe teaches the theoretical classes for bakery and has many years of experience in the educational system, as well as a research scientist in the industry.



Ruxandra Proca teaches the theoretical classes for confectionery & patisserie and comes from the private food industry where she held the position of Research and Development Director.



Manuela Dascalu. After over 20 years in management positions in the financial-banking system Manuela found herself at a turning point in her life. She realized

that she gets joy from the smiles and the joy of those around her. She transformed herself into a pastry chef that has a true passion for the art of making bread and pastries. She combines the tradition that comes from the past as well as the new techniques that continuously develop in this sector.



Cristina Stancu former Puratos Technical advisor, joined the Bakery School in September 2021 and is responsible for the practical class of the confectionery & patisserie program.



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

MANAGEMENT IN ROMANIA



Florentina Zanfir is the project manager of Bakery School Tartasesti. She joined the team in April 2023. She is passionate about education, personal development, books and the NGO world, where she has vast experience, accumulated over years of working with schools, kindergartens and high schools. She loves children and is proud of the Bakery School team from Tartasesti.



Francesca Campian is the Project Manager for the Bakery School in Cluj. She joined the team at the end of 2022. Result orientation, team spirit, passion, vision, responsibility and organization are some of the values that have guided her in here career.

Her career was varied and focused on different fields such as customer relations, sales, food, research and development, back-office, marketing, different volunteer programs. She likes to acquire always new knowledge and confidently accepts a new challenge, setting clear objectives for achieving results. She is proud to be part of this project and this amazing team that is investing in the future of the baking industry.

TEACHERS IN PHILIPPINES



Alexii Dominique Fadul or "Chef Alec" obtained an education degree from the De La Salle University Manila. During the course of working in the corporate world, she grew fond of

dining out and trying new cuisines, this curiosity led to the urge to learn how to cook and bake better.

She pursued a Diploma in Culinary and Pastry Arts at Global Academy, to further enrich her knowledge and skills in the industry.

Chef Alec joined Bakery School Philippines as a way to give back to what the food and beverage industry has given her. To inspire and share her knowledge with aspiring bakers of the future.



Princess Teresa Hermo or Cess is the newest Administrative Assistant Bakery School Philippines. She's working with the Head Pastry Chef in all administrative works,

assisting students with their concerns and ensuring that the campus is well-maintained. Prior to joining the Bakery School Philippines, she held several jobs, such as a college instructor teaching Business Management. She also worked as an administrative assistant in the field of property management for 2 years. She has been also chairman in her church and reaching out to those less fortunate is the thing that makes her heart happy. And that's why she joined the team.

MANAGEMENT IN PHILIPPINES



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 and inspired baking and pastry enthusiasts, workers, and entrepreneurs towards their goals and the fulfilment of their dreams and aspirations.

TEACHER IN USA



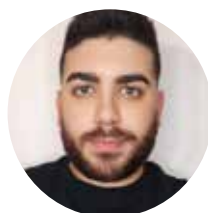
Kendall Elliott comes to the Bakery School USA with over 30 years of combined experience in pastry, bakery management and teaching. He is equipped with an Associate Degree in Culinary Arts and a strong background in the hotel and restaurant industry, as well as community-based and educational institutions. Most recently, Kendall was the head pastry chef at the Merion Hotel in New Jersey, where he also managed the bakery department and catering hall. For ten years, Kendall served as pastry chef, instructor and bakery manager at

Respond, Inc., a community-focused charitable organization in Camden, NJ. Respond, Inc provides services for children, youth and seniors, and enables underprivileged citizens to become self-sufficient members of society. Throughout his career, Kendall has demonstrated a genuine passion and talent for sharing his know-how and skills, regardless of the role he is in.

TEACHERS IN LEBANON



Chef Issam Antar has been working for 17 years as a technical advisor at Bano-Puratos. He is responsible for the theoretical and practical classes for bakery and chocolate.



Mohamed Khaled Hashwi joined the Bakery School as a social media trainer. He holds a master degree in digital marketing, social media, communication and brand strategies as well as a bachelor's degree in administration, economics and management. Previous to joining the Bakery School, he worked as a youtube channel manager as well as social media director and senior community manager.



Chef Omar Saridar holds a diploma from Sagesse University as well as from the École Hôtelière de Lausanne. He obtained his pastry diploma at Cordon Bleu and started

his professional career in five star hotels such as Kempinski and Four Seasons Beirut. Chef Omar joined Bano-Puratos 2 years ago as a technical advisor and he is responsible for theoretical and practical classes of patisserie and ice-Cream.



Lilyan Akkawi holds the role of English teacher. She has a Master's degree in English from the Lebanese University as well as a Bachelor's degree in English literature. Before joining the Bakery School Lebanon, she worked as an English teacher in private schools.

MANAGEMENT IN LEBANON



Dima Saleh Hashwi is the School Director and she is also responsible for the Food Safety course. She holds a Master's degree in Education as well as a Bachelor's degree in industrial chemistry. Before joining the Bakery School she worked as a teacher and coordinator in a private school.

TEACHERS IN EL SALVADOR



Kevin Aguilar obtained his degree in gastronomy at the School of Engineering ITCA-FEPADE and did professional internships as a pastry chef and chef cook

at the Sheraton President Hotel, Crowne Plaza, and the National School of Agriculture (ENA). Afterwards he obtained his Bachelor's Degree in Business Administration at the Catholic University of El Salvador and worked in various restaurants for 3 years. Before joining the bakery school, he worked as an administrator and chef de cuisine at the Interamerican School for 6 years.



Alejandra Parada obtained her Master's degree in Youth Violence Prevention and Culture of Peace at the Don Bosco University. She currently works as coordinator at the Office

of Labour Intermediation at the Centro de Formación Profesional San José. She has joined the Bakery School team as a teacher of soft skills, and she is also responsible for internships and employment.



Milton Erazo graduated as a technician in Computer Systems Engineering from the Escuela Especializada en Ingeniería, as a certified Microsoft Office Specialist.

He has worked as an instructor in computer science giving face-to-face and virtual classes in the Centro de Formación Profesional Salesiano San José. He joined the bakery team in 2023 as an ICT teacher.



Edgar Pacheco obtained his bachelor's degree in Educational Sciences with a major in English at the Catholic University of El Salvador. After graduating, he worked in the Saturday

English programme at UNICAES and later joined the intensive programmes offered by the university. He joined the Bakery School in 2023 as an English teacher.

MANAGEMENT IN EL SALVADOR



Andrea Mercedes López Aguilar graduated as a food engineer from the José Matías Delgado University and is responsible for all food science and bakery subjects. She is currently studying for a Master's degree in Business Administration and Management. She is also specialising in the area of patisserie by studying for a Pastry Chef diploma. Before joining the bakery school, she worked as a production manager in her family business.

TEACHER IN VIETNAM



Pham Thi Thien Huong Ms. Thien Huong brings us more than 20 years of experience in Bakery and Patisserie. She worked in many reputable hotels, resorts and schools in Binh Duong, Dong Nai and Ho Chi Minh, Vietnam, such as ABC, Big C, TTC Group, The Adora, A Au Vocational Guidance School and so on. Before joining us, Ms. Huong worked at Atelier Bakery Vietnam as a pastry chef.

MANAGEMENT IN VIETNAM



Huynh Thi Hoang Quy Sarah started her career in education prior to moving to Puratos Grand-Place in 2018 and working as L&D Expert. For the past 5 years, she has been doing a great job in ensuring of all Puratos "Magic moments" (Talent Management, UniCode, Mid-Year Performance Review, ect); besides that, she has implemented successful Health & Well-being programs, such as: HR & YOU, town hall meetings, engagement activities. Sarah is an enthusiastic member, and passionate about education and people development.

She holds a bachelor's degree in English Teaching from HCMC University of Technology and Education.

In the role of Bakery School Vietnam Principal, Sarah is responsible for school management of all crucial aspects and pillars of academic training, community plans and activities, collaboration with partners and local authorities.

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 13 students that graduated in 2023, 11 were placed to work in the bakery industry and two students chose to pursue further studies.

What do the students and employers think?



Apurva (2021-2023)

"My name is Apurva and I joined the Bakery School India in 2021. I joined the course right after covid. During those 2 years we did not only gain theoretical & practical knowledge but we were also given the opportunity to visit Puratos Factory, Parle G Biscuit Factory and others. We had Industrial training for a month which helped us to understand what is expected from us & we could prepare our self to face & match job requirements. Ms. Pooja organized a

campus interview & placement drive where employers visited our school to see our work & after selection process we were hired. My family and I are grateful to Puratos Sanskaar Foundation, Ms. Pooja & Chef Vipin."

JOB PLACEMENT IN BRAZIL

2023 was a year full of opportunities. Job opportunities were offered to all students that wanted to pursue a career in bakery. Some students decided to start working from home, selling cakes and other specialities via digital stores, others started working at some our customers and some decided to continue studying. Two students were invited to join Puratos' recruitment for apprentice in February.

What do the students think?



Milena Saraiva (2021-2023)

"The experience of being part of the Bakery School Brazil is something incredible. This training gives a unique opportunity to change lives. It surely changed mine. Thanks to the professionalism of the training I grew as a person. I put everything I learned into practice. Besides working for a patisserie shop, I also own an online patisserie shop that is called 'Delicias da Mi'. The teachers are amazing and they turned us into professional bakers and pastry chefs. I am very grateful that I was part of the Bakery School Brazil. I would like to thank them and Puratos for their attention and dedication and for offering us job opportunities. My message for future students is to not give up because you will have a once-in-a-lifetime experience that will have a positive impact on your personal and professional life. Thank you Bakery School, thank you Cida and thank you technical advisors of Puratos Brazil."

JOB PLACEMENT IN MEXICO

The students who started the course in 2021, graduated in August 2023. Their official graduation was celebrated on December 8, 2023. Most of them have been employed in the meantime. Other students are pursuing further studies.

What do the students think?



Abraham Moisés López Reyes (2021-2023)

"Hello! My name is Abraham, I recently graduated from the bakery school in Mexico. I have to say that without a doubt this school changed my life for the better, everything I learned in school. I will forever be grateful because of the opportunity that was given to me. Today I am fortunate to be able to apply the knowledge I gained, in my own project called Almanueva, a small chocolate shop where I can express myself through flavours, art and a lot of chocolate, incorporating signature chocolates and showing the public something incredible created with passion and dedication."



Andrea Cecilia Díaz Martínez (2021-2023)

"Hello, I am Cecy, I was a third generation student at the Bakery School México. I am very happy to have studied here, we learn many techniques and recipes throughout the course, but what I appreciate most is the possibility of experimenting with different flavours and expressing ourselves through our projects. I met wonderful people during my stay at the school, the teachers were great support and guidance throughout the course, all the staff are wonderfully prepared. In addition, the school has some complementary subjects that make the course very complete. They helped me a lot to have a more realistic perspective of my dreams and how to achieve them. I'm very happy to have been part of this project and how it continues to support more people."

JOB PLACEMENT IN SOUTH-AFRICA

On December 9 the 25 students had their final practical assessment where they had to showcase their products and give a detailed presentation. This was done in presence of the management team of Puratos Chipkins. All students passed their exams and were offered a first job within the industry.

The top 3 performers were chosen to be part of the YES (Youth Employment Service) at Chipkins Puratos. The other students are part of the YES program in retail stores such as Spar, Pick N Pay and CB Bakery. This programme created jobs for the bakery school learners and the skill they have is a powerful tool that no one can take away from them.

Besides the YES program, Chipkins Puratos also created a job opportunity for 2 more students. A full equipped bakery container was placed in Tembisa next to the secondary school and serves as a small bakery shop where students produce breads and pastries for the community. The students do a great job in keeping their sales up. These learners create value in innovative ways they are truly Entrepreneurs.

What do the students think?



Rethabile Inama (2021-2022)

"My name is Rethabile Inama. I am a NQF level 2 bread and confectionery graduate and a qualified Junior baker at Chipkins Puratos. I graduated from the bakery school South Africa 2021. I was part of the first group of intakes at the school in 2019. I was then appointed as part of the top 3 students to be employed by the company.

The bakery school instilled discipline, focus, and a willingness to do and achieve more. I am still happily working for Chipkins Puratos and my desire is to share the knowledge and skills I have developed with others. When I give training at stores and in our innovation centre, I feel fulfilled and happy that I am making a difference in other people's lives, like how the bakery school made a difference in mine.

I continue to live by the slogan: "The future is what you bake of it!"

JOB PLACEMENT IN ROMANIA

In 2023 we had our first generation of 8 students graduating from the Bakery School in Tartasesti. 4 students started working in the industry, the others preferred to accept a job closer to their families or to pursue further studies.

JOB PLACEMENT IN THE PHILIPPINES

From a total of 18 students that graduated in 2023, 17 were placed to work in the bakery industry and one student chose to pursue further studies.

What do the students think?



Karyll Jersey C. Manlapaz (2021-2022)

"I am Karyll Jersey C. Manlapaz, a graduate of Bakery School Philippines Foundation, and it has been 4 months since I started working at a restaurant called Alegria Manila as a pastry commis. Looking back before I worked there, I felt a lot of pressure and felt like I was being left behind, especially when most of my classmates started working before and right after graduation.

But then I got an email from a fine dining restaurant asking for an interview.

After the interview, the chef scheduled my practical test. I was a bit hesitant but thankfully, one of our chef instructors encouraged me to attend it and see how the kitchen works in a restaurant. Surprisingly, the professionalism, the respect, their work ethics, and the rush during service—I enjoy it all during my one-day practical test.

Currently, as I am working in Alegria Manila, I am glad I can apply everything I have learned in Bakery School, and I see myself growing, continuously learning, and happy as I do what I love the most."

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 December 26, 2017 by three founders, all associated with the Puratos Group:

- Puratos Group NV
- Puratos NV
- Coprem NV

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 Foundation 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 2023 the Board of Directors met on March 20, May 23, September 12 and December 12.

From its establishment and throughout 2023, 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: Z. Bati, Product Manager Sourdough & Grains
- Legal & fiscal support: J-E. Moreno, Legal Analyst
- Financial support: J. Segers, Bakery School Manager
G. Tieleman, Accounting Manager
- Human Resources: K. D'Haeseleer, HR Business Partner
- Technical support: W. Deroo, International Technical Advisor

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)*	€ 310.014
Bakery Schools properties (buildings & equipment)**	€ 428.618
Cash*	€ 18.825
Cash**	€ 203.022
Total assets	€ 960.480
Equity*	€ 21.072
Equity**	€ 204.199
Payables*	€ 307.767
Payables**	€ 427.440
Total liabilities	€ 960.479
P&L	
Bakery School Operating costs*	- € 575.933
Fundraising costs**	- € 504.858
Donations received*	€ 575.933
Donations received**	€ 504.858
Net Result	€ 0

* The schools in India, Brazil, Mexico, the Philippines and El Salvador are financed through the Belgian Bakery Foundation.

** The schools in South-Africa, Romania, Portugal, the United States, Lebanon and Vietnam are financed through Puratos Group NV.

OVERVIEW

India Senior class (2021-2023)



India Junior class (2022-2024)



Brazil Senior class (2021-2023)



Brazil Junior class (2022-2023)



Mexico Senior class (2022-2024)



Mexico Junior class (2023-2025)



South-Africa Senior and junior class (2021-2023 / 2022-2024)



Romania Students (senior and junior) at Tartasesti



Romania Junior class at Cluj



Philippines Senior class (2021-2023)



Philippines Junior class (2022-2024)



USA Junior class (2022-2026)



Lebanon Senior class (2022-2024)



Lebanon Junior class (2023-2025)



El Salvador Senior class (2023-2024)



El Salvador Junior class (2024-2025)



Vietnam Junior class (2023-2025)



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