

Annual Report 2024



bakeryschool
foundation

PRIVATE FOUNDATION



puratos

Food Innovation for Good

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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 struggles of children on the streets and the need for skilled bakers, pastry chefs and chocolatiers, Puratos took action and created the Bakery School Foundation.

UNESCO revealed that in 2024, 251 million children did not have access to education. The global out-of-school population has reduced by only 1% in nearly ten years. Chronic under-investment in education, particularly in low-income countries, is one of the main causes. Therefore, the bakery school foundation has the goal to impact the lives of underprivileged youngsters through education and to help them on their way to a brighter future.

Education is the foundation for building peaceful, prosperous, healthy and equitable societies. In times marked by the impacts of conflicts, climate change and massive technological shifts, the role of education has never been more critical to empower the next generations with the knowledge and skills they need to succeed.

Education is an incredibly powerful lever. Not only for the young people who follow the bakery training, but also for their family and the people around them. The young people who follow an education, become actors of change. And that is what the world needs most today.

In 2024 we celebrated the 10 years existence of the Bakery School Foundation with its first school in India in 2014. Since then 544 students graduated from one of our Bakery Schools worldwide and were able to start a first job within the bakery, patisserie and chocolate industry.

The Foundation currently counts 13 Bakery Schools in 12 countries India, Brazil, Mexico, South-Africa, Romania (2), Portugal, the Philippines, the USA, Lebanon, El Salvador, Vietnam, Ethiopia 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.**



Our Goal

Ensure **inclusive and equitable quality education** and promote lifelong learning opportunities for all*

“Knowledge is power. Information is liberating. Education is the premise of progress in every society, in every family.”

— Kofi Annan

*SDG 4 Quality Education

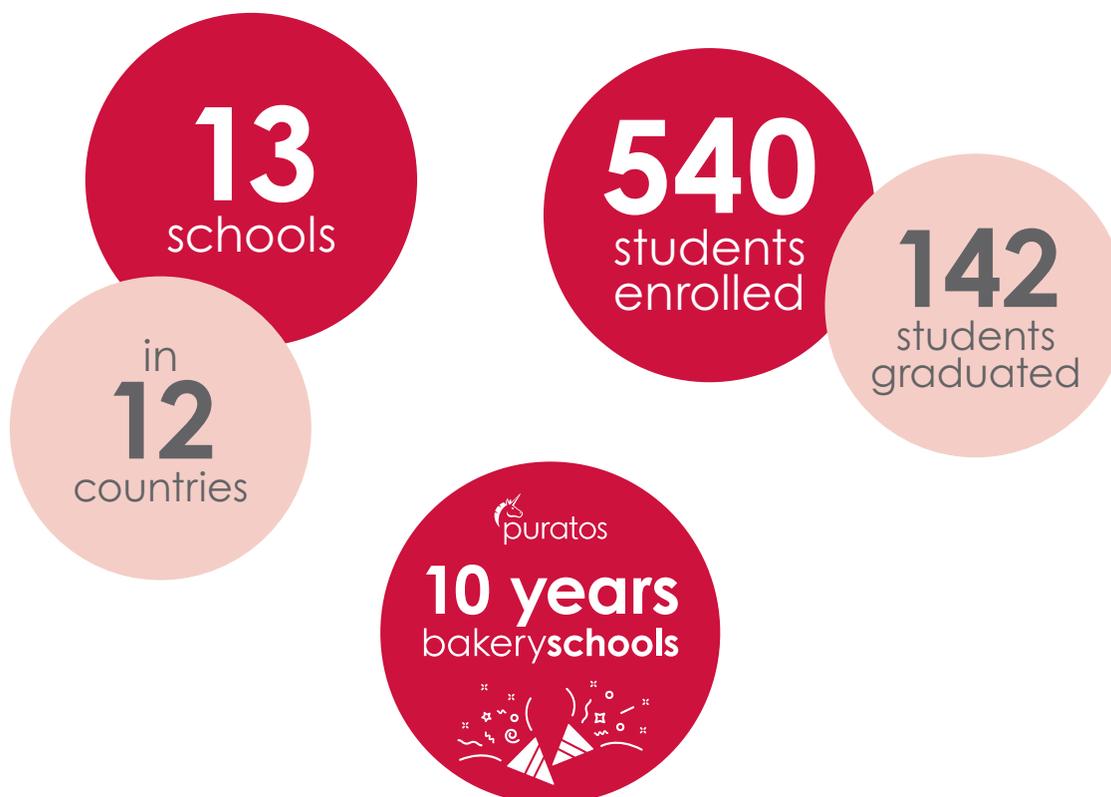
Our objectives for 2030

We will have opened
20 schools

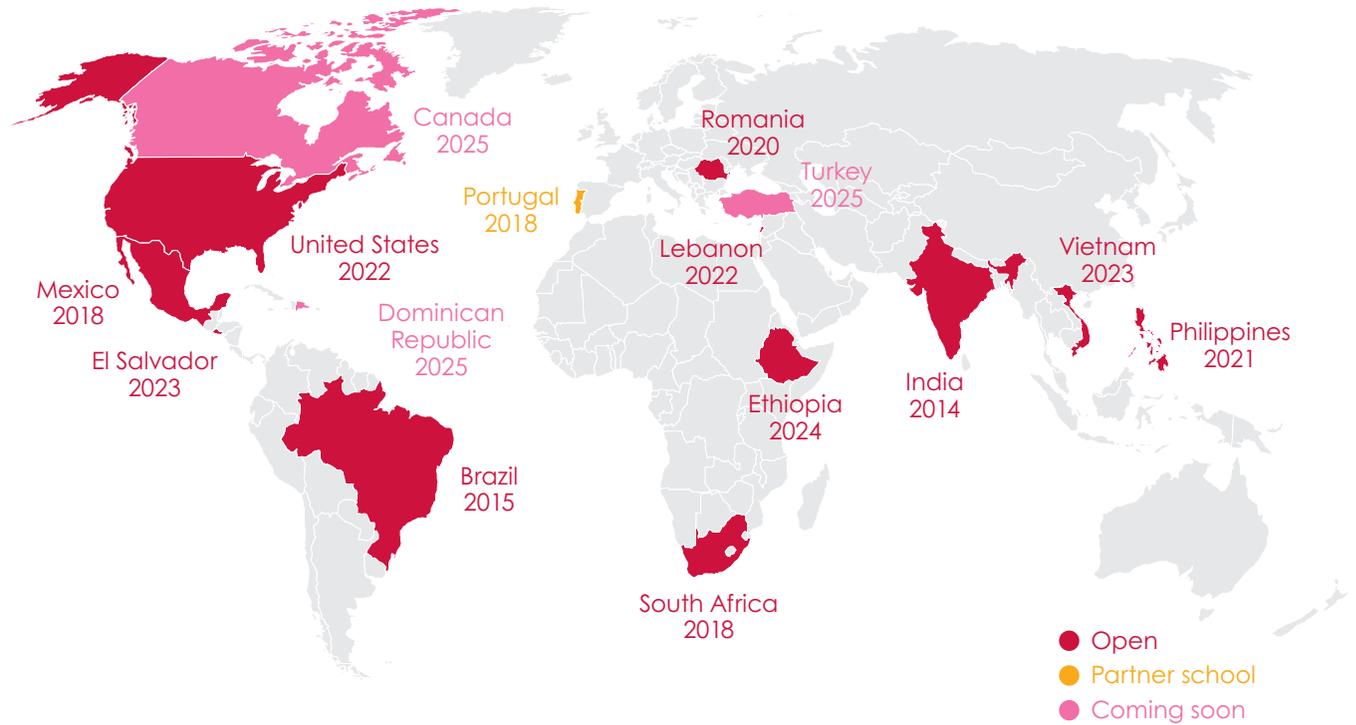
and welcome
1000 students
on a yearly basis

offer each graduated student a
first job opportunity
in the bakery sector

Performance end 2024



Where are we located



The Bakery School Foundation and the Sustainable Development Goals



Goal 1: End poverty in all its forms everywhere. By creating the Bakery Schools, we are having a real impact on the lives of a significant number of young people by providing them with the knowledge that

will enable them to have job security and a better income. By helping them to have a better future, we are indirectly helping their family and the community as a whole.



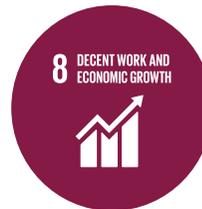
Goal 5: Achieve gender equality and empower all women and girls. The Bakery School Foundation believes that everyone should be able to enjoy the fundamental rights to grow up educated,

healthy and safe without discrimination. The doors of the bakery schools are open to everyone. We promote equal opportunities for both female and male students.



Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. The Bakery Schools provide high quality education that stimulates the students

intellectually but also socially and emotionally. It leads them to fulfill their potential and to gain access to great job opportunities.



Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

In the bakery sector, we promote sustainable growth, employment and decent work for all. Every year, our graduates join the job market. They are employed by Puratos, one of its clients or they start their own business.

10 YEARS OF THE BAKERY SCHOOL FOUNDATION 10 YEARS OF CREATING IMPACT



In 2024 the Bakery School Foundation celebrated 10 years of creating impact and career opportunities for young people from disadvantaged backgrounds, marking our anniversary with the opening of our thirteenth school in Ethiopia. Since our launch in 2014, the foundation has equipped 544 students with professional skills and has send them on their way to a brighter future for them and their families.



"Over the past 10 years, we've witnessed over and over again how quality education creates lasting positive change worldwide", says Jean-Philippe Michaux, Chief Sustainability and Finance Officer, Puratos. "From our first school in Mumbai to our newest in Ethiopia, we're building a sustainable talent pipeline for our industry, while transforming lives. Our graduates are now making their mark in their fields, proving that, when young people gain these specialized skills, they strengthen not only their own future prospects, but also their communities and our industry."



To celebrate this special occasion, several events throughout the world were organized to create the awareness around the schools and to raise donations. In Belgium we organized for the 3rd time our 20 Miles march where employees can choose to walk, run or bike 5, 10 or 20 miles. Over 100 colleagues joined on April 21st to support the Bakery School Foundation.



Other countries organized sporting activities, bake sales or master classes.



UK & Ireland – Sports day



USA – Sports day



UK & Ireland – Sports day



Lebanon – Bakery & Pastry Workshops



Mexico – Sports day



Brazil – Streets run



Finland – Dog sledding



Lebanon – Bake sales



Vietnam – Sports day

As the foundation marks its tenth anniversary, the Foundation continues to expand, with already four more openings planned for 2025. These developments advance the Foundation's goal of operating 20 schools and training 1,000 students annually by 2030, strengthening its mission to empower communities and sustain the future of the food industry.

Paritosh Kapur Teacher Bakery School India

”



“Since joining the Bakery School India, my journey has been one of immense learning, growth, and transformation. Over the years, I have had the privilege of witnessing the school's evolution and the remarkable progress of its students. What started as a structured training program has now grown into a dynamic learning environment, shaping future bakers with industry-relevant skills and knowledge.

One of the most fulfilling aspects has been seeing students develop not just their technical expertise but also their confidence, creativity, and problem-solving abilities. The curriculum has continuously improved, integrating modern baking techniques, innovative recipes, and hands-on experiences, ensuring that students are well-prepared for real-world challenges.

What excites me most is how Bakery School India is now stepping onto a global platform—connecting students with international peers, and providing them with global exposure, new opportunities, and cross-cultural learning experiences. This milestone reflects the school's commitment to excellence and innovation, ensuring that its students are equipped to thrive in the ever-evolving world of baking and pastry arts.

Seeing students grow, excel, and now take their skills to a global stage is a testament to the dedication, passion, and vision that drive Bakery School India forward. I am proud to be part of this incredible journey and look forward to contributing to its continued success.”

OUR WAY OF WORKING

Each school starts with a motivated team of local Puratos colleagues. They will send a motivational letter to the board of the Bakery School Foundation explaining why their country would benefit from a bakery school. A detailed proposal on the location, functioning and budget of the school is afterwards presented.

Set-up of the school

Since the start of the bakery school foundation, we have worked with different structures:

- Stand-alone school. The Bakery School Foundation builds its own school and develops the complete set-up of the school.
- Collaboration with a partner school, usually a vocational training centre.
- Collaboration with an NGO specialized in education.

Besides the different set-ups of the school, the Bakery School Foundation watches over the standardization of the different schools by providing different guidelines and manuals on how the school should be managed.

Selection of the students

Once the Bakery School has been set-up, we start with the hiring of the teachers and director and the selection of the students which is done with certain criteria in mind. 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 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.

Each school also uses social media to promote the school throughout the year, posting videos about the learning process, products that were made, fun activities amongst students, ... More and more students find out about the bakery school through social media. In some countries they are even on the waiting list for next year. Dima Hashwi even had the chance to go on national television to talk about the Bakery School in Lebanon and how it helps young people to build a prosperous future. The best way to attract new students is of course through mouth-to-mouth publicity. More and more relatives and friends of former students find their way to the school.

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.

Curriculum

With the exception of the United States (4 years) and Romania (3 years), the Bakery School Foundation offers a two-year program which curriculum delivers comprehensive training, providing approximately 1,600 hours of instruction across 36 subjects. The students begin with equipment operation and ingredient interaction before advancing to specialized techniques including chocolate work, bread production and pastry making.

The program builds well-rounded food industry professionals through additional courses in hygiene, food safety, storage and shelf life, food labelling, raw materials and ingredients, for instance.

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, health & well-being 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.

The success of this model has earned recognition from industry employers, who consistently praise graduates' capabilities. Many now request to be listed as permanent recruitment partners, testifying to the program's commitment to excellence in training.

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. Other students are interested in opening their own business or pursuing further studies such as hotel management or food science.

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.

Working at Puratos

Laurence Belardo



"I am currently working at Puratos Philippines Inc. as Technical Advisor Assistant. The Bakery School Foundation has had a profound impact on my life, both personally and professionally. Without it, I wouldn't have had the opportunity to attend a Baking School and pursue my passion.



The financial support allowed me to focus entirely on my studies, honing my skills, and gaining the knowledge necessary to excel in the culinary world. The scholarship provided me with access to a network of mentors, classmates, and industry professionals, all of whom played a crucial role in my growth as a chef. It opened doors to internships, competitions, and job opportunities that might have otherwise been out of reach. Beyond the tangible benefits, Bakery School also gave me a sense of confidence and validation. It reinforced my belief in my own potential and motivated me to work hard and smart to achieve my goals. It instilled in me a sense of responsibility to give back and support others in their educational journeys.

In summary, the scholarship was a catalyst for my career and personal development. It transformed my dream of becoming a chef into a reality and equipped me with the tools and connections needed to succeed in the culinary world. I am incredibly grateful for the opportunities it provided and the positive impact it continues to have on my life."



Moment Tlhako



"I am a junior baker at Chipkins Puratos Nelspruit. My baking journey began in 2021 at the Bakery School South-Africa, where I had the privilege of learning from the best while balancing my Grade 11 studies. It was a challenging yet rewarding experience that instilled in me the values of discipline, focus, and hard work.

As I reflect on my journey, I am grateful for the opportunities that have shaped me into the person I am today. Being part of the class of 2021 was an honour, and I was humbled to be recognized as one of the top three students in my class. My time at Chipkins Puratos' head office was invaluable, as I worked alongside talented individuals who inspired me to push beyond my limits.

However, my journey was not without its challenges. There were moments when I felt like giving up, but the encouragement of my mentors' investment in my education kept me going. I learned to stay humble, remain focused, and take every opportunity that came my way."

Working at customers

Matheus Henrique (2023-2024)

”

“I joined the Bakery School Brazil in 2023 and recently graduated. During my time at the Bakery School, I acquired a lot of technical and practical knowledge but I also learned how to lead and how to inspire other people.



When I graduated, I was offered a job at Mix Supermarkets where I started as a supervisor at the in-store bakery. I brought the skills and knowledge I was thought at school into the store and I obtained very good results and was promoted to the bakery manager of 9 stores. The course really opened my mind and prepared me for this future career. I'm very grateful for the opportunity that was given to me.”



Nayeli Valdez Moreno (2019 - 2021)

”

“I am Nayeli Valdez, a graduate of the second generation of the bakery school. My experience as a student of the foundation was wonderful. I can say with complete certainty that I achieved one of my greatest childhood dreams. I used to make desserts and mud cakes while playing, which brings back very good memories.

At the school, I was provided with solid tools and professionally trained. I am deeply grateful to my mentors, who showed me a fascinating world. It wasn't easy at first; I faced several difficulties, but my determination and pride were always stronger, which allowed me to finish what I started.

I have no regrets about joining this school. I will always be thankful to the members of the foundation for giving me the opportunity to achieve my goals.

Currently, I work in a small snack company. My boss told me that I am very well-trained and educated. Those words filled my heart with joy, and I knew everything had been worth it.

I can now say that I am completely happy. I am enjoying the process and every lesson I am experiencing. I am extremely grateful to have been a student at Bakery School Mexico.

Thank you, Chef Alejandro, Antonio, and a thousand thanks to my dear Director, Gerardo Zarco.”

Own business

In some countries, home-baking became very popular and several of our students have started their own business once they graduated.

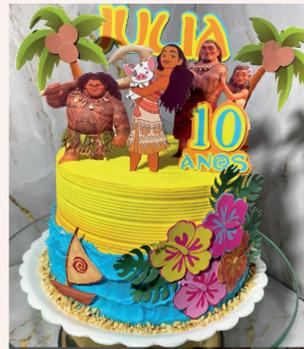
Sabrina Alves



"I am a 21-year old entrepreneur who graduated from the Bakery School in Guarulhos in 2024. I started to take cake orders whilst still at school. I works mainly in the area of patisserie and decorated birthday cakes, chocolates and sweets."



Instagram: [sabrinalves_doceamor](#)



Divya Devidas Kale



"I graduated from the Bakery School India in 2018. When I started at the school I had never heard of some products such as a focaccia or ciabatta. Even the raw materials needed to bake a cake were unknown to me. My learning journey started at the school and continued after I graduated. After working in the industry for some years, I decided to start my own business in 2021. Since I started, I have baked over 5.000 cakes, some of them weighing up to 10 kg. My cakes travel to different parts of Mumbai and are delivered by my father. The whole family has joined in and helps where they can."

Instagram: [diyas_delicious](#)



OUR BAKERY SCHOOL STAFF

Each bakery school employs one school director and two teachers, one for each generation of students. They are primordial for the good functioning of the schools. The success of the schools depends of their enthusiasm, motivation and will to shape the future of our students and to prepare them for a working environment.

Teachers are essential members of our society. They are pillars of knowledge, shaping the future of the next generations. They are educators but they are more than that. They are also mentors, guides and inspirations.

Being a teacher is more than a job; it is a calling. A teacher needs to be able to encourage, lead, teach and guide. They mould young minds and instil essential values. They contribute to develop well-rounded citizens equipped to navigate societal challenges.

We expect the school director to be a primary leader in the school building. Someone that always leads by example, someone that is enthusiastic, positive, has its hand in the day-to-day activities of the school, and listens to what the different stakeholders are saying. The director is available to teachers, staff, members, parents, students and community members.

Besides the teachers that focus on the bakery, patisserie and chocolate courses, we can count on a team of dedicated teachers that focus on more general courses such as English and communication.

The Bakery School staff can also count on a team of motivated colleagues from the local Puratos subsidiary. Different departments will visit the students and teach them particular courses that will serve them well during the course or once graduated. The HR colleagues will teach them for example on how to put together a resume and how to prepare for a job interview. Other departments such as Finance and R&D will share their knowledge on specific topics. And the foundation can also count on our team of (inter)national technical advisors that will teach them the latest trends and techniques.

On the next pages you can read the story of **Dima Hashwi, Bakery School Director in Lebanon**. Even in times of ongoing war in Lebanon, she managed to keep the school going and the students motivated.

*“Education is the most powerful weapon
which you can use to change the world.”*

— Nelson Mandela

Interview with Dima Hashwi, Bakery School Director in Lebanon

Where did the idea come from to start a bakery school in Lebanon?

The idea to start the bakery school in Lebanon came from a deep desire to honour Issam Hachwi's legacy and his passion for helping others. Despite the difficult situation in Lebanon, we saw the need to provide young people with opportunities to learn valuable skills, especially in a field as dynamic as bakery and pastry arts. We wanted to create a platform for aspiring bakers to develop their talents and find a way forward in uncertain times.

What is your background?

I have a diverse educational background, including a diploma in industrial chemistry and a master's degree in research in education. My experience in education spans since 1999-2000, starting as a French teacher and coordinator. Over the years, I've focused on managing academic programs and fostering a collaborative learning environment. Additionally, I'm a passionate advocate for eco-friendly and sustainable practices, and I actively promote these values in all areas of my work, whether in the classroom or in broader educational initiatives.

What motivates you to be director of the bakery school in Beirut?

My motivation stems from several personal and professional factors. The passing of my father-in-law deeply affected me, and his immense love for helping others continues to inspire me every day. He was a person who believed in making a positive difference in people's lives, and his values align with my own. In my role as director, I am driven by the belief that education is one of the most powerful tools for change. I am dedicated to empowering young people in Lebanon, providing them with the skills, confidence, and hope they need to build better futures. Seeing our students grow and succeed, especially in such challenging times, is the ultimate reward.

Where do you see the school in Lebanon in the future?

In the future, I see the school as a leader in providing accessible education and professional training across Lebanon. We aim to become self-sustainable, expand our reach, and offer a wide range of programs, including online courses and soft skills workshops.

Ultimately, we want to empower our students to be leaders in the bakery and pastry field and contribute positively to their communities.

In 5 to 10 years, I want our bakery school to:

- be recognized by the Ministry of vocational and technical education, granting students certified diplomas.
- expand its reach, by opening an online YouTube channel offering comprehensive courses alongside traditional in-person classes.
- establish partnerships and collaborations with renowned national and international bakery and culinary schools, chefs, NGOs, ... enriching our curriculum with diverse perspectives and techniques.
- have a robust alumni network.
- serve as a central hub for recruitment, connecting talented graduates with leading establishments in the bakery and pastry industry, attending to Middle East market needs, continually adapting our curriculum to reflect evolving trends and demands.
- have included specialized programs in areas like sustainable baking practices or international pastry trends, staying at the forefront of innovation in the field.

What is one goal you are currently working on?

One of the main goals I'm currently focused on is expanding the school's reach, particularly by making training accessible to more underprivileged students across Lebanon. I am also working towards making the school self-sustainable by investing in equipment like the Earth Cube composter, which aligns with our sustainability initiatives. This effort is supported through collaboration with the Anera Organization for funding, ensuring that we can create a lasting impact and continue to grow in the future.



What has been one of your greatest contributions to the schools you have worked on?

One of my greatest contributions has been ensuring that education at the bakery school goes beyond just technical skills. I've emphasized the importance of creating an environment where students feel empowered, supported, and motivated, especially during difficult times like the war in Lebanon. By creating a sense of unity, fostering teamwork, and supporting students emotionally, I believe we've made a lasting impact on their lives and careers.

In what ways do you empower teachers to be leaders and role models for the students?

I empower teachers by providing them with the tools, resources, and encouragement they need to excel. I foster an open and supportive environment where they can grow professionally and personally. Encouraging teachers to lead by example and support students in both academic and emotional ways is key. I also ensure that they have the autonomy to create meaningful and inspiring lessons that resonate with our students. In addition, our teachers actively participate in soft skills activities and various workshops, which further enriches their ability to guide and inspire the students.

How do you keep the students motivated in these difficult times?

We keep students motivated by creating a supportive and inspiring environment. We've adjusted the academic calendar to accommodate their needs, and we've introduced activities like competitions, team-building exercises, and special workshops like laughter yoga to help them manage the stress and emotions brought on by the war. We also prioritize their emotional well-being, ensuring they have a safe space to express themselves and feel connected to their peers and mentors.

What are your hopes for the students?

My hopes for the students are that they not only master the technical skills required for their craft but also develop resilience, confidence, and a sense of purpose. I want them to leave the school feeling empowered to pursue their dreams and make a meaningful impact in the world. Whether they open their own businesses or work in established bakeries, I hope they are inspired to lead with compassion and creativity.

What three words describe you the best?

Resilient, compassionate, committed

If you would have one superpower, what would it be?

If I could have one superpower, it would be the ability to instantly heal the world's wounds—whether physical, emotional, or societal. There's so much pain and hardship, and I would want to use that power to bring peace and healing to those who need it most.

STAFF MEMBERS IN INDIA



Pooja Dharod - Director Bakery School India

"It's a true privilege to be part of such a meaningful initiative. This program is not just a corporate social responsibility project; it's a testament to our commitment to making a positive and lasting impact on the communities we serve."

This program goes beyond education. It's about empowerment. By equipping students with the skills they need to succeed, we're helping them build brighter futures for themselves and their families. And we're not just stopping at education—we provide job placement support to ensure that they can take their newfound skills and begin their careers in the bakery and confectionery industry."



Paritosh Kapur
Teacher
Bakery School India

STAFF MEMBERS IN BRAZIL



Cida Campos
Director
Bakery School Brazil



Simone Togo
Social worker
Bakery School Brazil



Nicole de Siqueira - Pastry and Chocolate Teacher Bakery School Brazil

"Working at the bakery school is an extremely rewarding experience for me because I love to share my passion for baking with my students. Bakery School is a vibrant environment where we encourage creativity and innovation. The interaction with students is one of the most enriching parts of my work. Seeing my students grow professionally and personally is very rewarding."

STAFF MEMBERS IN MEXICO



Gerardo Zarco
Director
Bakery School Mexico



Alejandro González
Teacher
Bakery School Mexico



Ossiel Arellano - Teacher Bakery School Mexico

"The joy of being able to share knowledge and experiences within such a warm institution, alongside others that shares the same ambitions and ideals, provides me with a satisfaction and comfort that make me feel fulfilled and happy in my work. The most rewarding part is having the opportunity to motivate, encourage, inspire, and share knowledge with people passionate about the world of baking."

STAFF MEMBERS IN SOUTH-AFRICA



Emily Motaung - Director Bakery School South-Africa

"It's fair to say my first day at the bakery school was an amazing experience—sharing my knowledge with the bakery school students was truly overwhelming in the best way. Baking is a passion of mine, and being able to share that love with others is incredibly rewarding. I enjoy working at the bakery school because it allows me to combine my passion for baking with my desire to teach and inspire others."



Rhetabile Inama
Teacher
Bakery School South-Africa



Daniel Nzimande
Teacher
Bakery School South-Africa

STAFF MEMBERS IN ROMANIA



Francesca Campian - Director Bakery School Romania (Cluj)

"This initiative is not just about education; it's about transforming lives and shaping the future of the bakery industry. Every day, I have the privilege of witnessing young students gain access to quality education, hands-on training, and real career opportunities. Seeing their confidence grow as they develop technical skills, creativity, and a passion for baking is truly inspiring."



Roțar Adriana Reghina - Teacher Bakery School Cluj

"Being a teacher at Bakery School is an extraordinary experience, one that goes far beyond simply delivering lessons. It's about inspiring, guiding, and shaping the future of young students who are passionate about baking. Seeing their excitement when they master a new technique or create something they're proud of is truly rewarding. As a teacher, I don't just teach them how to bake; I mentor, encourage, and help them believe in themselves. It's incredible to see the transformation from hesitant beginners to skilled, passionate young professionals ready to take on the world."



Florentina Zanfir
Director
Bakery School Romania
(Tartasessti)



Cristina Osan
Teacher
Bakery School Tartasessti



Ruxandra Proca
Teacher
Bakery School Tartasessti

STAFF MEMBERS IN PHILIPPINES



Maria Benilda Balanquit
Director
Bakery School Philippines



Alexii Dominique Fadul
Teacher
Bakery School Philippines



Anna Katrina Unite Pascual - Teacher Bakery School Philippines

"I love working at the bakery school in the Philippines because it allows me to combine my passion for baking with the joy of teaching and making a real difference in the lives of young, underprivileged individuals. Being part of their journey is truly inspiring. I get to witness firsthand how these students transform—not just in their baking skills, but in their confidence, discipline, and determination. Many of them come from difficult backgrounds, and through this program, they gain valuable skills that open doors to a better future."

STAFF MEMBERS IN UNITED STATES



Kendal Elliott - Teacher Bakery School USA

"As a CTE Baking teacher, I find my work incredibly fulfilling because it allows me to combine my passion for baking with the opportunity to inspire and equip students with valuable, life-long skills. Watching my students transform from novices into confident bakers who can create everything from breads, pastries to complex desserts is deeply rewarding. I see the classroom as a place not just for learning recipes but for fostering creativity, precision, and teamwork."

STAFF MEMBERS IN LEBANON



Dima Hashwi
Director
Issam Hashwi Bakery
School Lebanon



Omar Saridar
Teacher
Issam Hashwi Bakery
School Lebanon



Issam Anta - Teacher Issam Hashwi Bakery School Lebanon

"First of all, I came to the school based on Hajj Muhammad's request, because I know how much the school means to him. His father's name holds a deep significance for him. Second, for me, Issam was like a father to all of us. Everyone has a story with him, and I have many good ones. Coming to this school and working here has had a profound impact on me. It has become clear that I want this school and its name to grow and reach even greater places. I have also learned the patience required to work with youth—to pass on knowledge, connect with them, and help them build their future with confidence. We have seen many of these young people grow in front of our eyes, and it's truly rewarding."

STAFF MEMBERS IN EL SALVADOR



Andrea Lopez
Director
Bakery School El Salvador



Amanda Jacobo
Teacher
Bakery School El Salvador



Daniela Rivera - Teacher Bakery School El Salvador

"Working as a teacher at Bakery School is a unique and enriching opportunity. This job goes beyond imparting knowledge; it allows me to merge my passion for teaching with my love for gastronomy, creating a unique environment that fosters creativity, excellence, and continuous learning. Seeing how the students skills develop, how they experiment and create with enthusiasm and dedication. The daily interaction with the students motivates me to continue improving as a teacher and professional."

STAFF MEMBERS IN VIETNAM



Quy Huynh Thi Hoang - Director Bakery School Vietnam

"Someone said "I was born to take the mission at Bakery School Vietnam". Yes, they are right and my decision is correct. The organization choose me, I choose the career of being an educator, whilst contributing to the noble mission of Better Life, changing other's life and helping others. I do appreciate this opportunity and live it with all my heart."



Thien Huong
Pastry and Chocolate
Teacher
Bakery School Vietnam



Quoc Truong
Bakery and Pastry Teacher
Bakery School Vietnam

STAFF MEMBERS IN ETHIOPIA



Eden Getachew
Director
Bakery School Ethiopia



Yeabsira Ayele - Teacher Bakery School Ethiopia

"My name is Yeabsira Ayele, and I am honoured to work as a bakery teacher at the Bakery School Ethiopia. This role has been more than just teaching, it has been a journey of mentorship, growth, and transformation for both my students and myself."

When I first started, I was eager to share my passion for baking, but I quickly realized that this school is about more than just baking. It is about opportunity and empowerment. Many of our students have faced financial difficulties before joining the program. Some had to give up their education, while others never had the chance to continue learning in a structured environment. But despite their past challenges, what stands out most is their determination and hunger for a better future."

COUNTRY OVERVIEW

BAKERY SCHOOL INDIA

Initial Starting Year:	2014
Students graduated 2024:	20
Students graduated 2014-2024:	142

Puratos Sanskaar Foundation came into existence in 2014 and is being operated on the campus of Shiravne Vidyalaya 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.

The Bakery School in India celebrated its ten years existence in August in presence of ex-alumni, current students, board members, our partner school, the Belgian ambassador as well as current and future employers of our students.



Since the start, the school has welcomed 248 students. One of those students is Pranali Sanjay Katte, who graduated in 2016. Her journey began in 2014 when she joined the Bakery School where she learned valuable skills and gained the knowledge needed to start a career in the bakery industry. After graduating, she started her first job at Boulangerie & Patisserie. This job was a stepping stone to her next opportunity at Mr. Brown where she learned how to work with chocolate and how to transform raw ingredients into works of art. Her path didn't end here. She secured a job at Sigree Global Grill where she gained a lot of experience working in the kitchen and was responsible for the hot desserts. Currently she is working at the 5* Taj Mahal Palace Hotel in Mumbai. She considers this job as her biggest achievement yet. She always thinks back on where she came from and how she started. Although she has achieved so much already, she realizes that the journey of learning never truly ends. There is always more to learn, more to perfect and more to discover. She considers the bakery school as not just a school but as a first step towards an extraordinary journey.

Sanjay Utam Katte (father of Pranali)



"We are very grateful for the opportunity she was given and that she took it with both hands. We are very proud of our daughter who has climbed her way up. For families like ours, seeing our daughter thrive in a place such as the Taj Mahal Palace, is just a dream come true".



BAKERY SCHOOL BRAZIL

Initial Starting Year:	2015
Students graduated 2024:	14
Students graduated 2015-2024:	133

“Education does not transform the world. Education changes people. People change the world.”

– Paulo Freire

It is not only a good quote, it is also the sentence that summarizes a unique experience of one of the students that attended the Bakery School in Brazil: Patrick Roberto de Oliveira. He is a young man who faced several challenges before becoming a technical advisor at Puratos Brazil.

During the introduction meeting with his parents, Patricks' mother stated that he might be deaf and might even have a spectral level of autism. His family had struggled for many years with various difficulties. Patrick had health issues and suffered from a complex, sometimes violent family environment.

During the pandemic, the situation worsened when his parents divorced, scattering family members in different homes. Ariane Oliveira, his elder sister, was part of the first generation of students to graduate from the Bakery School. She inspired her brother Patrick to join the programme.

Teachers encouraged him to be more participative, understand that his opinion is important, and improve his self-esteem. To help, the Bakery School staff also got him a doctor, who confirmed his severe deafness and the need to wear a hearing aid.



Step by step, he started to transform. And a major change was noticed the week he was “Chef baker” among his fellow students. His demeanour and self-confidence made him exceptionally in control of the situation, showing leadership and focus.

After graduating, he was hired by a local bakery, Feito a Pão where he started his bakery career. Afterwards he was part of the apprentice program at Puratos Brazil where in the meantime he has climbed up to the position of technical advisor.

We are delighted for Patrick, but above all we are proud to have seen him develop and becoming more autonomous and self-confident.

This experience comes to underline two important topics of modern society: Education to transform people and the importance of Diversity & Inclusion that make the world a better place for everyone, but above all, give everyone equal chances to be the someone they deserve to be.

BAKERY SCHOOL MEXICO

Initial Starting Year:	2018
Students graduated 2024:	12
Students graduated 2018-2024:	51

In 2018 the Bakery School Foundation inaugurated its third school in Tizayuca Hidalgo and has been welcoming students ever since. During a two year program they are trained and prepared for a career in the bakery, patisserie and chocolate industry.



The students' participation at Mexipan showed that the students are indeed well trained and qualified young bakers. Mexipan, the most important fair for the bakery and pastry industry in Latin America, organized a competition called Copa Talento. Some of our students participated, stood out and won first place. They had some tough competition from other educational institutions and big industrial companies. The event was organized and judged by prestigious institutions such as Le Cordon Bleu Mexico and the Universidad del Claustro de Sor Juana, two of the most renowned universities in the country. This achievement not only put the Bakery School Mexico on the map but also generated increased interest among individuals looking to join the program, forming new generations of future bakers.

The judging panel awarded our students first place, with prizes including a stand mixer, a blender, and products from the competition's sponsors such as Smeg, Ma Baker and Chef, among others. These prizes will be highly beneficial for our students, helping them to start small ventures that could lead to the launch of their own businesses.



Diego Alexis Barragán Julian



"Hello, I'm Diego, and I'm a student at Bakery School Mexico, 6th generation. I'm going to tell you about my experience during these first six months I've been there. When we first arrived, we were given our uniform and ID badge. Also, in our first classes, they taught us how to properly use all the baking equipment. We also have theoretical lessons, where we learn about the ingredients and how to calculate the expenses incurred when making a recipe, among other topics. All the baking classes we've taken so far have been enjoyable and full of learning. It's important that we write down all the procedures for each recipe, as they will be crucial for our exams. Lastly, this semester, I learned that dreams could come true if we truly desire them and work hard to make them happen."



BAKERY SCHOOL PORTUGAL

Initial Starting Year: **2018**

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 SOUTH-AFRICA

Initial Starting Year:	2019
Students graduated 2024:	25
Students graduated 2019-2024:	121

The Bakery School South-Africa opened its doors in 2019 and 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.



The journey of Rethabile Inama, from student to teacher



"I joined the Bakery School of South-Africa as a student in 2019 and graduated in 2021. Graduating from the Bakery School opened new doors and opportunities to me. I always had a passion for baking, for me it is a time to relax and enjoy. Baking can be an opportunity to connect with others who enjoy the same passion for quality baked products. The Bakery School in South-Africa offers this creative environment where underprivileged young people are given an opportunity. After graduating I joined Chipkins Puratos as a junior baker and I was part of the sales team. After gaining experience and working hard, I got promoted within the organization. One day I saw a vacant position as a teacher in the Bakery School and decided to apply.

My biggest motivation to apply for the teacher position, besides my passion for baking, was to have the opportunity to transfer my knowledge and skills to these new generations of students. Besides being a teacher, I also want to be a motivator for the students. I want them to know that by working hard you can realize your dreams, as I was able to do.

My journey at the bakery school, both as a student and as a teacher, has taught me a lot personally and professionally. I really enjoy my job as a teacher, my students are my peers but they truly respect me as their teacher because I can relate to them. I know the struggles they face and I always follow up with them on how I can support them and find a solution to their obstacles. A very big thank you to the Bakery School Foundation for the opportunity that was given. Now it is my turn to give back to the community."

Lilitha Sizani



"I am a 16-year-old student at Masisebenze Comprehensive School and currently a senior baker at Bakery School South Africa. I joined the bakery school in 2024, and so far, it has been the most exciting experience of my life I enjoy every moment I spend at the bakery school. I joined bakery school because it is something I always wanted and what I like. One of the most valuable lessons I have learned at the bakery school is the importance of staying vigilant and focused on everything you set your mind to—because with determination, the impossible becomes possible. Beyond baking, we are taught discipline, respect, and how to engage with others, shaping us into better individuals for the future. Additionally, my time at the bakery school has improved my presentation skills. My teachers continue to motivate me to work hard and strive for excellence."



BAKERY SCHOOL ROMANIA

Initial Starting Year:	2020
Students graduated 2024:	20
Students graduated 2020-2024:	28

In 2020, in the middle of the pandemic, a team of motivated colleagues in Romania decided to open a Bakery School in the small village of Tartasesti and was set-up in partnership with the local technological high-school. In 2022 followed a second school in Cluj where students follow a 3-year program to get ready to work in the bakery industry.

On April 13 2024, the students of the Bakery Schools in Tărtășești and Cluj participated and won, for the second consecutive year, at the WorldSkills Competition for bakers and pastry chefs. The second edition of the WorldSkills Competition took place in Cluj-Napoca and is intended for high school students who are studying bakery and patisserie and want to follow their passion at the level of excellence.



Natalia Irina Matei

Structured in two sections - Confectioners and Bakers -, the competition offers young people the opportunity to demonstrate their acquired skills and knowledge, being challenged to solve in a predefined time practical competition tests such as making three types of tarts or baking a Cinnamon Roll, a Fougasse bread and a cheese bread, but also to demonstrate skills such as attention to details, critical thinking, working under pressure, making decisions.

In the confectionery section, the 1st place was won by Matei Natalia Irina, student of Bakery School Cluj. Andreea Dumitrache and Georgiana Burlan from the Bakery School in Tărtășești placed 2nd and 3rd, respectively. In the Bakery category, the first two places were won by Mihai Alexandru Stoica and Iosif Pave Tudorache, both students of the Bakery School from Tărtășești and the third place by Ariton Alexia Lovinescu, a student of the "Vasile Lovinescu" College from Fălticeni.



Mihai-Alexandru Stoica

Because of their excellent results, Mihai-Alexandru Stoica (Bakery) and Natalia Irina Matei (Patisserie), were chosen to participate in the International WorldSkills Competition in September in Lyon. Both students prepared over summer holidays and were trained by master pastry and bakery chefs. Unfortunately they got not on the podium in September but they gained an experience that they can look back on and treasure.

Rogoz Bogdan

"Being a student at Bakery School is an incredible journey filled with learning, creativity, and opportunities. From the moment I stepped into the classroom, I knew this was more than just a school, it's a place where I can turn my passion for baking into a real career. Every day, I get to work with high-quality ingredients, learn from experienced teachers, and practice in modern laboratories. We don't just learn theories; we bake, experiment, and perfect our skills through real-life practice. But what truly makes Bakery School special is the opportunity it provides for the future."



BAKERY SCHOOL PHILIPPINES

Initial Starting Year:	2021
Students graduated 2024:	16
Students graduated 2021-2024:	34

The Bakery School Philippines inaugurated in 2021 in collaboration with the Chito Madrigal Foundation, a local non-profit organization whose primary objective is to alleviate poverty through various programs such as education, nutrition and health initiatives. Since the start of the school, 34 students have graduated and found their way into the bakery, patisserie and chocolate industry where they are building a solid career.

Sourdough is becoming a popular way of baking in more and more countries, as also in the Philippines. That is why the Bakery School in the Philippines invited Chef Angela to give a sourdough workshop to our students.

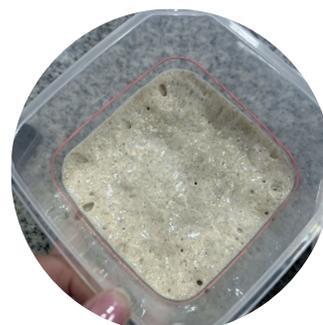
Chef Angela Ventura Bulatao is seasoned educator at Global Academy. She previously served as the Chair of the Baking and Pastry Arts Department where she played a key role in shaping the program. With extensive experience in the culinary industry, Chef Angela has worked with renowned establishments such as The Peninsula Manila, Hotel and Restaurant Erlibacherhof in Switzerland, and EDSA Shangri-La Hotel. Her expertise and international training have been a source of pride for the academy.



The students thoroughly enjoyed immersing themselves in the fascinating world of natural yeast and uncovering its unique properties. This experience provided a refreshing departure from their usual reliance on instant yeast, introducing them to a more intricate and rewarding fermentation process. Unlike instant yeast, which offers convenience and predictability, natural yeast demands patience, precision, and an understanding of its living, ever-changing nature.



As they worked with natural yeast, the students encountered new challenges that required them to develop a deeper appreciation for fermentation. They learned how to cultivate and maintain a healthy yeast culture, observing firsthand how temperature, hydration, and feeding schedules influence the rise and flavor development of their baked goods. This hands-on process encouraged them to be more attentive and adaptable, honing their skills in troubleshooting and problem-solving.



Beyond the technical aspects, the students found immense value in connecting with traditional baking methods. They gained a newfound respect for the artistry and heritage behind naturally leavened bread, recognizing that these age-old techniques not only enhance flavor and texture but also promote sustainability. By relying on wild yeast rather than commercial alternatives, they became more attuned to the rhythms of fermentation and the importance of working in harmony with natural processes.



The sense of accomplishment that came from nurturing their own yeast cultures and producing beautifully crafted loaves was deeply gratifying. More than just expanding their baking repertoire, this experience fostered a greater appreciation for the craft as a whole. It reinforced the idea that baking is not just a technical skill but an art form—one that requires patience, intuition, and a connection to tradition.

Ultimately, this exploration of natural yeast transformed the students' approach to baking. They walked away with not only new skills and techniques but also a profound respect for the time-honored practices that continue to shape the world of artisan breadmaking today.

Maria Nina Villalino

"I enrolled in the Bakery School Philippines because I recognized that I had potential skills that needed to be developed. With the support of our chef instructors, I hope to learn more about baking and, most importantly, become a great pastry chef someday. I believe I have a strong will to pursue baking, as well as a willingness to study with passion and effort. I have a dream, and I will make it happen."

”



BAKERY SCHOOL UNITED STATES

Initial Starting Year: **2022**
Students enrolled 2024: **47**

In 2022, the Puratos Bakery School Foundation 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 1,200 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.

"Working with the Bakery School US at Pennsauken High School for the CTE Baking Class has been an incredibly positive and enriching experience. The Bakery School US has provided our students with invaluable industry insights and hands-on learning opportunities that have elevated their baking skills and knowledge to new heights. The team behind the Bakery School US has been highly supportive, offering expert guidance, high-quality ingredients, and professional-level equipment that have allowed our students to experiment and create with a level of precision and care they wouldn't typically experience in a classroom setting. Their commitment to fostering the next generation of bakers has been evident in the thoughtful workshops and demonstrations they've provided, helping to bridge the gap between classroom theory and real-world application.

The collaboration has also been a fantastic opportunity for our students to connect with professionals in the baking industry, giving them a deeper understanding of potential career paths and the skills required to succeed. Students have developed a newfound appreciation for the technical aspects of baking, from product formulation to presentation, and have gained confidence in their abilities. The partnership with the Bakery School US has not only enhanced our curriculum but has also inspired many students to pursue careers in baking and food science. We are grateful for the continued support and look forward to future collaborations that will further enhance the educational experience for our students", says Alex Veston, Vice-Principal and CTE Supervisor at Pennsauken High school.

Mathew McDaniel (2022-2026)



"The Bakery School at Pennsauken High School has provided me many opportunities that I would never have gotten if I didn't have the support from the Bakery School Team. I joined because I always had a love for anything to do with food and I wanted a career in the food industry. I learned of my love for baking, especially bread. I was given the chance to join Puratos team during the summer of my Sophomore and Junior years which gave me a lot of insight to how the business works and how I'll be working after college. After my first internship I was given the chance to go to Taste Tomorrow which in itself was an amazing experience being able to speak with and learn from many experts in the industry. Everyone that I have met through this program has always wished the best for me and has helped me achieve every one of my goals."





Also in the US a pie competition was organized by Table Talk, a company that manufactures pies and coffee cakes. The categories of the competition included best cream, best savoury and most creative. Two R&D teams from Table Talk attended and assessed the different sweet and savoury pies baked by our students. The winners were:

- Mississippi Mud Pie
- Potato au Gratin with Hot Honey
- Chicken Pot Pie



The competition even led to Table Talk starting to run tests of some of the flavours created by our students.

Some students simply cannot get enough of baking and pastries. For the second year two students, Jayleen Arias and Mathew McDaniel, joined Puratos Pennsauken over summer for an internship. They were given several responsibilities over summer to gain more experience within the field of baking. During a customer visit at Puratos, Jayleen was even complimented by the Executive Chef of Campbells about her presence and speaking ability which is amazing because in her first year, Jayleen was stuttering and extremely nervous about speaking in public. Her transformation has been wonderful to watch.

BAKERY SCHOOL LEBANON

Initial Starting Year: **2022**
Students graduated 2024: **24**

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 Hachwi and has the objective to nurture career paths of underprivileged youngsters by training them to become future bakers.

Although the difficult circumstances in Lebanon, the team and the students kept up their positive spirits and motivation. Due to the challenging situation, the graduation of the first generation of students had to be postponed but on January 24, 2025 they were finally able to receive their official diploma in presence of their family and friends.

The Bakery School in Lebanon received the visit of some renown culinary bloggers, such as Anthony Rahayel who travels the world to discover unique tastes and Sawsan Habbal, a cake artist and instructor.

Sawsan Habbal gave an 8-day course on how to become a cake designer. She got to know the students and introduced them to the cake design world through hands-on experience. She thought the students how to work with chocolate, fondant and buttercream. Different piping & painting techniques as well as the rice paper technique to make cake decorations were thought. The students learned how to create 3D characters.

She also thought them the skill of design thinking. It's a skill that helps to organize your ideas, direct them towards a clear vision, and create something entirely new and unique. It's the key to stand out and think differently.

After six days of practicing, she organized an exam for the students. Each team prepared their SOPs (Standard Operating Procedures) to maximize their time and efficiency. The room was filled with tension, problem-solving energy, and growing confidence.

Sawsan Habbal: *"Over 8 days—6 for teaching and 2 for exams—I tested the curriculum I wrote myself with incredible students who had zero experience in cake design. Seeing them transform and create stunning cakes by day 8 was beyond satisfying".*





Rama Chehab (2022-2024)



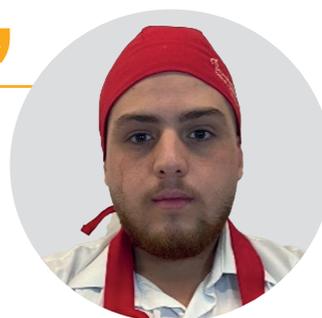
"First and for most it's a blossoming environment in building skills. My experience with well professional chefs has made me believe dreams can come true. We learn how to create different recipes and we share them amongst each other. It is amazing to see how our creativity can lead to different tastes.

It's not only my vision and mission of being a chef but to be world known in this field."

Omar Orfali (2023-2025)



"Having enrolled into the bakery school has been an amazing experience so far for me. I learned so much about different baking techniques and flavours. Chef Issam is incredibly knowledgeable and helps me to understand the science behind baking bread. I enjoy trying new recipes and experimenting with different ingredients. The best part is tasting the delicious bread we prepare at the end of each class."



BAKERY SCHOOL EL SALVADOR

Initial Starting Year: **2023**
Students graduated 2024: **12**

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.

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.

Gloria Lucha was one of the first students to join the Bakery School in El Salvador. She graduated in December and started a first job in a bakery in her hometown of Santa Ana. She feels very lucky that this opportunity was given to her because she was able to grow professionally but mainly personally. The schools gave her the tools and values to grow as a person, to respect what was given to her and to move forward to create a better future for herself and her family. She discovered her passion for pastry, breads and chocolate but it were the extra courses such as English and communication that made her grow as a person. She gained a lot of self-esteem and confidence and she feels that the Bakery School turned her into a better person. As Gloria says: *"Without a doubt, the Bakery School El Salvador, is a great opportunity for many, helping us grow, supporting us 100%, and preparing us in the best way to succeed day by day."*



Isabel Zetino



"For me, it has been a very extraordinary experience since it was one of my dreams to learn pastry. I got the opportunity, and it has completely fulfilled all my expectations. I have learned a lot, already creating my own cakes at home and feeling proud of what I have achieved thanks to being part of Bakery School. I love it because in addition to its three strong areas, they teach us how to create our own business, and I can say that it has been a very beautiful experience."

Miguel Vinueza



"My experience at Bakery School has been a journey of learning and improvement. Over the past two years, I faced various challenges that allowed me to perfect my skills in pastry and baking. The practice in these areas was fundamental in improving my precision, creativity, and time management, as well as helping me discover talents I didn't know I had. Each technique learned, from working with doughs to making fine chocolates, helped me strengthen my passion and commitment to this craft. Today, I look back with gratitude, recognizing that each challenge and lesson has prepared me to embark on my own path in the world of pastry, giving me the confidence to face new opportunities and continue growing professionally. Bakery School not only provided me with technical knowledge but also the confidence to innovate and create with passion, opening the doors to a future full of possibilities."



BAKERY SCHOOL VIETNAM

Initial Starting Year: **2023**
Students enrolled 2024: **47**

The Bakery School Vietnam opened its doors on September 5th, 2023 and welcomed its first generation of students. With only one year of baking experience, the students of this first generation competed in the International Food & Bakery Challenge organized by the World Master Chef Association in Vietnam. There were participants from Vietnam, Cambodia, Taiwan, Japan, Korea, Indonesia, Singapore and Malaysia.

Despite the tough competition, our students managed to win 6 medals in different categories.

- One golden medal in the category chocolate bonbon.
- Three silver medals in the category artisan bread.
- One bronze medal in the category dedicated dessert display.
- One bronze medal in the category Vietnam traditional cakes.



Golden medal – chocolate bonbon



Silver medal – artisan bread



Bronze medal – Dedicated dessert



Bronze medal – Vietnam Traditional cakes

BAKERY SCHOOL VIETNAM - CONTINUED

The students had two weeks to prepare and train for the day of performance in front of the judges. There were days they stayed at school till late in the evening to follow each batch of cakes, monitor the temperatures and completion process of the finished cakes. And all the hard work paid off with this wonderful result which was a big motivation for the students.



Lam Thi Srieu



"I am very happy to be admitted to the Bakery School Vietnam. The school chose me because they trust me and I absolutely believe that Bakery School Vietnam is the place that opens up a better life for me than the past. During my time studying here, I feel that the environment is wonderful. It can be said that there is no place out there that has a living environment like Bakery School Vietnam. Here, teachers always motivate me. They send positive energy and the principal always bows and greets us even though she is older than us, this makes me feel that no matter who I am, I will always be respected and beloved. Although we are of different ages and have different starting points, we share a passion for cakes. I am very grateful that I have the opportunity to study at Bakery School Vietnam, it is a very lucky thing, and a big step forward in my life for the present and the future. After the course ends, I will go to work to accumulate more experience for myself. If I have the opportunity, I wish I could go further not only in the country but also in the big world out there. So that I can learn more with my passion. The important thing is that I study and do not only for myself, but I also want to express my passion to children in remote areas who have the same passion as me and help them have a job. When I am stable enough, I will do this important thing. Because for me, Cake is not simply Cake, it is also Healing."

BAKERY SCHOOL ETHIOPIA

Initial Starting Year:	2024
Students enrolled 2024:	27

On November 18th, 2024 we celebrated the official opening of our 13th Bakery School in Ethiopia! This is a momentous occasion as we welcomed our first generation of 27 enthusiastic students who are ready to embark on a journey of learning, creativity, and craftsmanship in the art of baking.

The opening took place in the presence of distinguished guests, including government officials, our partner school-General Winget and, the Belgian Ambassador of Ethiopia and Djibouti, Annelies Verstichel.

As we begin this exciting chapter, we remain committed to nurturing talent, fostering innovation, and spreading the joy of baking far and wide. Together, we will transform this school into a place where passion meets skills, and dreams become delicious realities.



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

The Bakery School Foundation is the successor of the previously existing Bakery School Foundation VZW/ASBL. The previous foundation (VZW/ASBL) was established on May 18, 2016. The Foundation has taken over all activities, assets and liabilities of the previous foundation (VZW/ASBL) as from December 27, 2017. The previous foundation (VZW/ASBL) was liquidated on December 28, 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 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 2024 the Board of Directors met on March 22, May 13, September 9 and December 16.

From its establishment and throughout 2024, 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:

- Day-to-day operations: J. Segers, Bakery School Manager
- Communication: Z. Bati, Product Manager Sourdough & Grains
- Legal & fiscal support: J-E. Moreno, Legal Analyst
- Financial support: J. Conchuela, Accounting Manager
- Human Resources: K. D'Haeseleer, HR Business Partner
- Technical support: C. Surdiacourt, Group Customer Technical Support

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)	€ 644.153
Cash	€ 416.556
Total assets	€ 1.060.709
Equity	€ 338.271
Payables	€ 722.438
Total liabilities	€ 1.060.709
P&L	
Bakery School Operating costs	- € 1.056.278
Donations received	€ 1.056.278
Net Result	€ 0

* For legal and practical reasons, some local Bakery School Foundations operate as a sister company rather than a subsidiary of the Belgian foundation. Consequently, the figures presented above represent a hybrid consolidation of both the subsidiaries and the sister foundations, providing an accurate overview of the Bakery School Foundation's activities across all countries.

GRADUATES 2024

India



Brazil



Mexico



South Africa



GRADUATES 2024 - CONTINUED

Romania



Philippines



Lebanon



El Salvador



www.bakerschoolfoundation.com

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