

MODERN SLAVERY STATEMENT OF EDRINGTON-BEAM SUNTORY UK

Edrington-Beam Suntory UK Distribution Limited is committed to applying the Modern Slavery Act 2015

This statement sets out Edrington-Beam Suntory UK Distribution Limited's approach to the Modern Slavery Act 2015.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners, and we include specific prohibitions in our contracts against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect that our suppliers will in turn hold their own suppliers to the same high standards.

Many of our products have a basis in agricultural production and may also engage high-volume production and logistics processes. We seek to source high value and high quality products and services and supply them to our customer base. We have a programme of regular contact with our trading partners and it is part of that programme to check, as far as possible, that our partners are similarly committed to good practices in relation to their workforce and contractors.

It is mandatory for all members of staff to familiarise themselves with this statement and policy, and especially for directors, buyers, account managers, contract managers and sales teams. It forms part of the induction process for new employees, trading partners and contractors.

Where appropriate, and with the welfare and safety of local workers as a priority, we will give support and guidance to our suppliers to help them address coercive, abusive and exploitative work practices in their own business and supply chains.