

Adnams Modern Slavery Act Statement (from Web)

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Adnams plc during the year ended 31 December 2019 to prevent modern slavery and human trafficking in its business and supply chains

Our Business

Adnams is a brewer and distiller, pub owner and retailer based in Southwold on the east coast of Suffolk. It is a company defined by its values which can be summarised as “doing things right”. It has been growing for 140 years and produces a range of award winning cask, kegged and bottled beer and spirits, which are available in pubs and supermarkets nationwide.

Our Supply Chains

Our values are our guiding principles and as such plot the route for us to follow, from reducing our waste to helping the communities in which we and our suppliers and partners operate. Due to our diverse nature we have over one thousand suppliers and partners from whom we are actively sourcing at any one time. These range from local farmers who supply the barley for malt, through to farmers on the other side of the world who supply the botanicals for flavouring our spirits and include a number of large multinationals within the drinks industry.

Policies

Adnams do not tolerate abuse of human rights within any part of our business or supply chain. We also operate a Whistleblowing policy which is primarily for our employees but is available to all suppliers and partners should they request it.

We have for a long time been aware of these issues and wherever possible we have worked with businesses who had a similar ethos within their supply chain.

Due Diligence processes

We recognise that our biggest risk is within our supply chain where we are not purchasing directly from the primary producer and are therefore reliant upon our suppliers and partners to ensure that these policies are followed.

As part of Adnams culture and philosophy we have a commitment to standards and a process to capture supplier and partner due diligence and practises for elements of finished products.

We are aware that we will require a separate process for products or services (e.g. fresh fish) that are locally sourced.

ADNAMS Assessment of Modern Slavery risk within our supply chain

We have started a plan to map our complete supply chain however initially we have focused on the areas at most risk from Modern Slavery ensuring that suppliers of these products or services confirm the procedures they have in place to deal with these risks.

Most of our suppliers and partners have been with us for a number of years so we have built a relationship with them that enables us to have open discussions.

We have in the past few years, taken action to reduce our supplier base in order to more effectively manage our supply chain and associated risks.

We do not have resources to carry out factory audit visits on all of our suppliers and partners and therefore must rely upon our suppliers and partners being honest in our discussions. However, we will continue to review this policy and undertake the necessary actions including moving business away from suppliers and partners should we become aware of any doubts about their compliance.

Modern Slavery Training

All key members of staff involved in sourcing have been trained to enable them to identify any potential risks and to escalate these should it be necessary.

Further Steps to prevent Modern Slavery in our supply chain:

- Where this is relevant and applicable, we offer our expertise to suppliers and partners to ensure that they understand the regulations and our policies.
- Wherever practical we move the supply of high-risk items to products which are verified as complying with these regulations by other recognised bodies such as Fairtrade and Rain Forest Alliance.
- We have put in place new procurement processes and templates that prompt us to consider modern slavery at different points in our dealings with suppliers.
- We have updated our standard contract terms and conditions to include modern slavery requirements.

Assessment of effectiveness in preventing Modern Slavery

We understand that the Modern Slavery risk is not static and we will continue to work with our suppliers to mitigate this risk in the year ahead.

This statement was approved by the leadership team of Adnams plc

James Davis



Commercial and Retail Director January 2020