

## ADNAMS MODERN SLAVERY ACT STATEMENT

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 2016 to prevent modern slavery and human trafficking in its business and supply chains

### OUR BUSINESS

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

### OUR SUPPLY CHAINS

Our values are our guiding principles and plot the route for us to follow, from reducing our waste to helping the communities in which we and our suppliers operate. Due to our diverse nature we have over one thousand active suppliers 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 the large multinationals within the drinks industry.

### POLICIES

Our internal policies on purchases are set out in our purchasing policy, which confirms we will 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 should they request it.

We are aware of the risks of unacceptable behaviour within our supply chain and wherever possible we work with businesses which have a similar ethos to our own.

### DUE DILIGENCE PROCESSES

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

All new suppliers, with effect from 1 July 2016 are requested to complete an online questionnaire which amongst other items requests details of their sourcing policies and procedures. In all cases we ask suppliers to identify where a product is manufactured.



## ASSESSMENT OF MODERN SLAVERY RISK WITHIN OUR SUPPLY CHAIN

We plan to map our complete supply chain over the coming years however initially we have focused on the areas which we believe present the highest risks from Modern Slavery, ensuring that suppliers of products or services in these categories complete our online questionnaire and confirm the procedures they have in place to deal with these risks.

The majority of our suppliers have been with us for a number of years so we have built a relationship with them that enables us to have these open discussions.

Currently we do not source directly from countries within which the slavery is more likely to occur, items required from these countries are sourced through third parties, in each of these cases we review and audit their systems for ensuring compliance of these rules and only once satisfied that they have carried out the necessary checks do we then continue with the purchase.

However, should we have reason for concern then we would review the necessary actions to be taken including moving our business.

## 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 include:

- Over the coming years we will ensure that all our suppliers complete our assessment tool to ensure that potential risks are highlighted to enable them to be dealt with.
- We will offer our expertise in this area to our suppliers to ensure that they understand the regulations and our policies.
- Wherever possible and appropriate we will move supply of high risk items to suppliers of products which are verified as complying with these regulations by other recognised bodies such as Fairtrade and Rain Forest Alliance.

## 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 Board of Adnams plc.

Dr Andy Wood  
CEO

June 2017

