

Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 for the financial year ending 31 December 2017. It sets out the steps that Suntory Beverage & Food Europe (SBFE) has taken and is continuing to take to seek to ensure that modern slavery or human trafficking (as defined in the Modern Slavery Act 2015) is not taking place within our business or supply chains. This statement is made by SBFE on behalf of the companies within the SBFE corporate group but it focusses, in particular, on our UK operating business Lucozade Ribena Suntory Ltd (LRS).

Our business, structure and supply chains

We operate in various markets around the world and many different people are impacted by what we do. We believe in fairness, respect and diversity regardless of gender or background, and we are committed to keeping this at the heart of our culture both now and in the future. As a business, we are committed to having a positive impact on the lives of our consumers by providing them with a responsible choice of great tasting drinks and enabling them to lead active lifestyles through our shared vision of enjoyable wellness. We are equally committed to fairness and respect across our work force and supply chain. This zest for life and passion to allow people to be the very best they can be is reflected in our values and our culture.

In the UK, we are best known for our Lucozade, Ribena and Orangina drinks brands, but we also distribute a range of other drinks, including True Nopal. Details of each of these brands are set out on the [LRS website](#). For example, made from 100% British Blackcurrants, Ribena is the biggest-selling blackcurrant brand in the UK and accounts for 90% of the British blackcurrant crop. More details on how LRS works with blackcurrant growers around the UK is set out below.

For the purposes of the UK, LRS' products are primarily manufactured at our UK site at the Royal Forest Factory, Rock Lane, Coleford Gloucestershire, although we also work with third parties who produce a small quantity of our products across the UK and the Republic of Ireland, France, Spain, Belgium and Germany.

Our policies and how we do business

At SBFE, we are committed to working with integrity, which is why we have created, and continue to develop, our SBFE Ethics & Compliance program. For example, in late 2017, we launched new training on ethical behavior in the workplace for our UK sites. Our brands and our products are trusted everywhere we operate and our business is built on this foundation of trust. Modern slavery and human trafficking is a crime and a violation of human rights. As a business committed to acting ethically, honestly and transparently, SBFE has a zero-tolerance approach to modern slavery and human trafficking.

At LRS, responsibility for ensuring we meet the standards that SBFE sets itself and us is led by the LRS Ethics and Compliance Committee, with support from the LRS Board and others across the business, but we encourage all of our people to engage with, and fulfil, our values.

The risks in our industry, how we choose our business partners, and due diligence

We are aware of the risk of modern slavery and human trafficking within the beverage industry and we are committed to implementing and enforcing effective systems and controls to ensure that it is not taking place anywhere in our own business or in any of our supply chains. We are also committed to ensuring that there is transparency in our own business and in our approach to tackling modern slavery and human trafficking throughout our supply chains.

Our supply chains include suppliers from across the world. At LRS, in order to fulfill our commitment to ensuring that there is no modern slavery or human trafficking in our business and our supply chains, we take the following steps:

- The SBFE Code of Business Conduct for Employees and Business Partners expressly commits SBFE to safeguarding human rights within its business and within its supply chain. SBFE employees and business partners are prohibited from engaging in, or in any way condoning, involuntary or compulsory labour and our employees are required to identify any suspicion of human slavery or trafficking within the business or the supply chain to the SBFE legal team immediately;
- Our commitment to acting with integrity, along with the relevant Codes and Policies, are set out on [LRS's website](#);
- Our Business Partners are vetted for their commitment to the prevention, detection and combatting of modern slavery through questionnaires and due diligence checks;
- The identity and eligibility to work of all new employees is checked;
- We ensure that all employees have freely chosen their employment: there is no child, forced, bonded or involuntary labour, and workers are not required to lodge their identity papers or deposits. They are able to leave their employment after reasonable notice;
- Wages and benefits paid for a standard working week are never less than the applicable national legal standards; and
- We have developed, and regularly review, appropriate Modern Slavery Act contractual terms and conditions to ensure that our suppliers commit to meeting the standards that we set.

As noted above, Ribena accounts for 90% of the British blackcurrant crop. We recognize that fruit harvesting is an area where there is a potentially higher than average risk of exploitation, due to the frequency of which migrant workers are used to pick fruit by hand. LRS works closely and directly with 35 blackcurrant growers around the UK. These trusted relationships span for generations and are focused on a shared passion for taste and the environment. Around 12,000 tonnes of blackcurrants are harvested each year. All of our blackcurrants are harvested mechanically, using machinery utilised by employees of the growers: they are not picked by hand. Further details on the 'Bush to Bottle' journey of Ribena can be discovered [here](#).

Training and support

We have trained relevant staff on the prevention, detection and combatting of modern slavery, and will provide additional training within LRS over the next 12 months.

The importance of ensuring the prevention, detection, and combatting of modern slavery has been discussed and agreed at a senior level within SBFE, including for example by the LRS Board, Ethics and Compliance Committee, and Executive Committee, the members of each of which have confirmed their commitment to leading the business in this respect, and are set out on the [LRS website](#).

If an employee has concerns with wrongdoing at work, including any concerns regarding modern slavery or other human rights issues in the LRS supply chain, we encourage them to voice these concerns through a confidential, independent whistleblowing system which is available to employees via email or a telephone hotline 24 hours a day, 7 days a week.

Looking to the future

As part of our commitment to tackling modern slavery and human trafficking, we will continue to look for ways to improve upon our existing policies and procedures. We expect that our suppliers and our partners share our commitment to tackling modern slavery and human trafficking and that they will seek to ensure that their suppliers do the same.

Approved by the board of Lucozade Ribena Suntory Limited on 21 June 2018 and signed by:



Peter Harding
COO
Lucozade Ribena Suntory Limited