



Anti-Slavery Statement

Updated and Re-Issued July 2024

Introduction

Frederic Robinson Ltd has issued this statement in accordance with Section 54 of the Modern Slavery Act 2015.

This Statement relates to the 2023 Financial Year ending 31st December 2023.

As a family-owned business, we take the issues of modern slavery and human trafficking seriously and expect our employees to raise any concerns they have, or observe, with their immediate manager or a Director of the Company. We are committed to taking all reasonable steps to ensure our business is free from modern slavery and human trafficking at all levels.

Our Business Structure and Supply Chain

Frederic Robinson Ltd is an independent family business based in Stockport and operating across the north of England and North Wales.

Our core business and our business activities are built around the brewing and packaging of beer, and the operation either directly or indirectly of approximately 260 Public Houses and/or Hotels. Currently, we directly employ approximately 1100 employees within our Beer and Pubs Divisions.

Much of our supply chain for our brewing and packaging activities, together with food we use in our pubs we manage directly or via partners based in the United Kingdom, is sourced from within the UK or EU. We also obtain wines via a specialist wine supplier from various countries around the world along with items of clothing, point of sale merchandise, and promotional materials.

Policy and Ethical Audits

In addition to this Statement, we have in place an Anti-Slavery Policy which is available to all employees via our Company Intranet and in general via our Company Website.

We also participate in an Ethical Audit undertaken by Brands Direct every 4 years, alongside regularly maintaining and updating Company data via the Supplier Ethical Data Exchange (SEDEX).

Due Diligence

The fact that all our employees are subject to the rights and protections associated with United Kingdom employment law and we source much of our supplies from UK-based organisations is, in itself, a significant risk mitigation factor. We have in place processes and procedures to ensure that all our employees are legally entitled to work within the UK and are paid in accordance with the rates of pay that are no less than the statutory legal minimums. We endeavour to pay employees only into a bank account held in their own name.

When making a purchasing decision and deciding upon a preferred supplier, our approval process requires that we:

- Assess the level of risk of exposure to us from that supplier/country/or region.
- Seek to confirm that a potential supplier understands the compliance measures required under the Act.
- Will never knowingly trade with any organisation where, at any point, slavery or human trafficking are involved in the supply chain process.

We will continue to work with Brands Direct, SEDEX, and the British Retail Consortium (BRC) to improve and maintain our procedures and results.



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Training & Communication

In the unlikely case that any employee might be exposed to an environment where the possibility of modern slavery or human trafficking could exist, they will be briefed upon the Act and undertake training as is necessary to their role.

All employees will have access to both this Statement and our related Policy via our Company Intranet and Website.

Policies

We will maintain a zero tolerance of slavery and human trafficking and will expect our suppliers to comply with this requirement.

Company policies are in place to support our stance on this and to assist us in the assessment, prevention, and elimination of modern slavery in our organisation or its supply chain. Such policies include:

- Anti-Slavery Policy
- Anti-Bribery and Corruption Policy
- Grievance Policy
- Whistle Blowing Policy

Approval of this Statement

This statement has been approved by the Board of Directors

Name: Oliver Robinson

Position: Managing Director Beers Division

Signature: