

## **MODERN SLAVERY STATEMENT 2018/2019**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Tennent Caledonian Breweries UK Limited to ensure that our business and supply chain are free from slavery and human trafficking.

### **Our Business**

TCB is a business with a long history in Scotland with brewing having been carried out at our Wellpark Brewery in Glasgow since 1885 and at the site since 1556. In relation to the manufacture of our products and the raw materials that are used in that process, we are committed to ensuring that these are sourced and manufactured in a fair, ethical and environmentally responsible way. We have a zero tolerance approach towards modern slavery and human trafficking within our operations and supply chain. Our workers are encouraged to report any concerns they may have and management are required to act upon them.

### **Our policies**

As part of our commitment to ensuring that there is no modern slavery or human trafficking in our supply chain, we has the following internal policies to ensure that we are conducting business in an ethical and transparent manner:

- Recruitment – we conduct robust checks on any new employee including eligibility to work in the UK to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing Code – each of our employees have access to an externally facilitated whistleblowing hotline that enables them to raise any concerns that they might have without fear of reprisals.

### **Due diligence**

We understand the risk of modern slavery taking place in our supply chain. We take a risk-based approach to our selection of suppliers and ethical trading is an important part of our risk assessment processes. As part of our supplier on-boarding process, we carry out a formal supplier approval process across our supply base, which includes a focus upon human rights and labour standards policies. We also carry out audits of our supply base on a periodic basis.

### **Training**

Our Procurement team are qualified to understand the importance of ethical trading and the risks of modern slavery and human trafficking.

### **APPROVAL OF THIS STATEMENT**

**This statement has been approved by the Managing Director on 8 November 2018**

Name: **Andrea Pozzi**

Signature: 

Date: **8 November 2018**