

## **Modern Slavery Statement 2021**

This statement sets out the steps taken by A.G. BARR p.l.c. to ensure that our business and supply chain are free from slavery and human trafficking. This statement covers A.G. BARR p.l.c.'s financial year ended 24 January 2021.

### **Summary**

We are committed to ensuring that we supply high quality products that are sourced and manufactured in a fair, ethical and environmentally responsible way. We have a zero tolerance approach to modern slavery of any kind 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.

We have taken and will continue to take a number of steps to ensure that slavery and human trafficking do not take place in any part of our business or supply chain. We are proud of the steps we have taken to date which include:

- implementing a formal supplier approval process across our supply base, which includes a focus upon human rights and labour standards policies;
- directly auditing our key primary materials supply base on a periodic basis; and
- obtaining UK Living Wage employer accreditation, which shows our commitment to ensure workers and contractors receive at least the minimum appropriate living wage rate set by the Living Wage Foundation.

### **Our business**

At our core, we are a branded soft drinks business operating in the food and drink sector. We also operate within the cocktail mixer market through our Funkin brand. We are a listed business operating across the UK and with a growing international presence. We have around 900 employees and operate from 10 locations in the UK.

### **Our supply chain**

Our supply chain is global and includes over 40 direct material suppliers across the UK, Western Europe, Southeast Asia and South America. We buy from these suppliers on a direct basis and also through UK based supply agencies. In addition, we have several hundred indirect material and service providers.

### **Our policies on slavery and human trafficking**

We operate an Ethical Trading Policy that reflects our commitment to acting ethically and with integrity in all our business relationships. Our Ethical Trading Policy is an important part of our framework for controlling slavery and human trafficking risk. It sets out our standards in relation to our suppliers' treatment of workers, child labour, legal compliance, discrimination and health & safety. We monitor and measure supplier compliance with our Ethical Trading Policy through our supplier approval and audit processes.

This year, we have updated our supplier on-boarding processes to make our Ethical Trading Policy a mandatory trading requirement with our new direct suppliers.

### **Our policy on employee whistle-blowing**

We operate a Speaking Up Policy which allows our employees to confidentially raise concerns about the activities of the company on a wide range of areas, including any failure of the company to comply with any legal obligation. Employees who raise concerns in good faith under the policy are protected from repercussions.

### **Due diligence processes for slavery and human trafficking**

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. In order to identify, monitor and mitigate the risk of slavery and human trafficking taking place within our supply chain we take the following steps:

- Our contract tender process requires the completion of a formal supplier approval questionnaire which includes an assessment of our suppliers' human rights and labour standards status; and
- Our supplier audit programme allows us to periodically assess the working conditions at our key materials suppliers' production sites and to verify that relevant policies are being adhered to.

### **Training**

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

### **Coronavirus (COVID-19) pandemic**

In line with Government guidance published on 20 April 2020, we have considered whether the Coronavirus pandemic has resulted in the heightening or emergence of any particular modern slavery risks in our operations and supply chains.

#### *Internal employees:*

We have not identified the emergence of any modern slavery risks in relation to our employees associated with the Coronavirus pandemic. The health and safety of our employees was paramount during the Coronavirus pandemic. Where possible, all our office based employees worked from home when lockdown was imposed, using technology enabling solutions. For those employees unable to work from home (primarily our factory-based teams), we implemented both social distancing and introduced health measures, including additional cleaning regimes, to ensure the safety of our people. All employees classified as vulnerable were identified early on and measures put in place to support them. We adopted all Government guidelines as a minimum at each of our sites. We have also put additional measures in place to support the health and wellbeing of our employees during the pandemic. For example, a Mental Health Hub was launched on our intranet and we have trained a number of our employees as "Mental Health First Aiders" to help support their fellow colleagues. Our offices were available to employees who wished to use them, with appropriate Coronavirus-related processes and procedures in place.

#### *Suppliers:*

We have not identified the emergence of any new modern slavery risks in relation to our third party suppliers associated with the Coronavirus pandemic. Our Procurement team continue to monitor the risks of slavery and human trafficking taking place within our supply chain on an ongoing basis.

This statement is made in line with the requirements of section 54(1) of the Modern Slavery Act 2015 and was approved by the A.G. Barr p.l.c. board of directors on 28 May 2021.

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

**Signature of Roger White**  
Chief Executive  
**28 May 2021**