

Anti-Slavery Policy

Staffordshire Brewery Ltd

Unit 2 Harrison Way

Cheddleton

Staffordshire ST13 7EF

## **Introduction**

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

This Statement relates to the 2020/2021 Financial Year ending 31st January 2021.

As a privately 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**

Staffordshire Brewery Ltd is an independent business based in Cheddleton, Staffordshire, and operates across the UK. Our core business and our business activities are built around the brewing and packaging of beer, as well as the supply of consumables to other businesses. We directly employ approximately 17 employees. Much of our supply chain for our brewing and packaging activities, is sourced from within the UK or EU.

## **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 Website.

## **Due Diligence**

The fact that all of 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 organisation 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 slavery or human trafficking are involved in the supply chain at any point.

### **Training & Communication**

Managers and staff in positions that may come across modern slavery or human trafficking 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 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

Name: Adrian Corke

Managing Director