



# Modern Slavery Statement 2020

This statement sets out Joseph Holt's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2019 to 31 March 2020.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## Organisational structure and supply chains

This statement covers the activities of Joseph Holt. We are an independent family business established in 1849. Our core business is the brewing and packaging of beer and a provider of Pubs, Food and Hotels.

We operate within the North West of England and our turnover is currently £70m.

The business is organised into three business units: Pubs, Pubs with Food/Rooms and Sales.

We maintain many relationships with different organisations in our supply chain, as well as directly employing approx. 860 employees throughout the business (on 31st December 2018).

## Our Supply Chain

We are committed to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or in our supply chains.

Our supply chain is primarily customer driven based around food, drink, beer ingredients, consumables, uniform, building materials and furnishings and plant and equipment, with the bulk of the monetary value being materials sourced in the UK. As a UK service provider, there are few major suppliers that are not also based in the UK.

We want our suppliers and contractors to support our zero-tolerance approach to modern slavery, and we plan to take the following steps in support of this goal:

- Where possible, our contracts with suppliers contain the following clauses which require them to comply with applicable anti-slavery and related laws including the Act:
  - (a) In performing its obligations under the agreement, the supplier shall and shall procure that its suppliers and subcontractors comply with all applicable anti-slavery



and human trafficking laws, statutes and regulations from time to time in force including but not limited to the Act.

(b) The supplier shall implement an appropriate system of due diligence, audit and training to ensure that there is no slavery or human trafficking in its supply chains.

- Continuously review our standard commercial contract terms to impose obligations upon suppliers that they comply with the Act and take steps to ensure that their organisations are free from modern slavery;
- Review our internal policies to address modern slavery issues; and
- Carry out internal training to ensure the risks relating to modern slavery and human trafficking are understood and mitigated.

### Training

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we plan to provide training to relevant members of our team who are involved in procurement and supplier management processes. All members of our senior management team have been briefed on the subject.

This statement was approved on 14th April 2020 by the organisation's board of directors, who review and update it annually.

A handwritten signature in black ink that reads 'Richard Kershaw'. The signature is written in a cursive style and is positioned over a faint, semi-transparent watermark of the Joseph Holt logo.

Richard Kershaw, Chief Executive