



Modern Slavery Statement 2021

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 our business and our supply chains. We treat all staff equally: without discrimination and with respect for their human rights and have a zero-tolerance approach to slavery and human trafficking. This statement relates to actions and activities during the financial year 1 April 2020 to 31 March 2021.

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, we also own 127 Pubs in the North West. A small number of these pubs have hotel bedrooms and around 45 pubs offer food. We have national sales and a large free trade department, where we will sell our beer in pubs we do not own.

Our turnover is usually £70m but was seriously affected by the pandemic of the last 12 months.

We currently employ 600 people throughout the business.

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, furnishings, plant and equipment, with the bulk of the monetary value being materials sourced in the UK. We have the occasional supplier in the EU and Worldwide.

We want our suppliers and contractors to support our zero-tolerance approach to modern slavery, and we will continue 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 supplier agreement, we shall endeavour to ensure, that the supplier and their subcontractors comply with all applicable anti-slavery and human trafficking laws, statutes and regulations in force including but not limited to the Act.

(b) We will continue to ensure that suppliers are implementing an appropriate system of due diligence, audit and training to ensure that there is no slavery or human trafficking in its supply chains.

Process Controls

- 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 relevant members of the team to ensure the risks relating to modern slavery and human trafficking are understood and mitigated.
- All members of our senior management team have been briefed on the subject.
- We will do periodic refresher training with all our staff to make them aware of the Modern Slavery act and of the definitions of slavery and human trafficking.
- Review any potential risk areas in current or future supply chains and act accordingly.

This statement was approved on 7 April 2021 by the organisation's board of directors, who review and update it annually.

A handwritten signature in black ink, which appears to read 'Richard Kershaw'. The signature is written in a cursive style and is positioned above the printed name.

Richard Kershaw, Chief Executive