

 <b>Company Policy and Procedure</b>	<b>General:</b>  <b>Anti-Slavery Policy</b>	<b>Page 1 of 1</b>  <b>Issued May-2017</b> <b>Prev N/A</b>
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## Policy Statement

This policy ensures that Frederic Robinson Ltd complies with section 54 of the Modern Slavery Act 2015, and sets out the responsibilities for employers and employees.

Frederic Robinson Ltd is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking.

## Annual statement

Frederic Robinson Ltd will publish an annual slavery and human trafficking statement. A link to this statement will be on the homepage of the website and will be signed and approved by Oliver Robinson (Managing Director Beer Division).

Oliver Robinson is responsible for ensuring that this statement is published and reviewed on an annual basis.

The statement will explain the steps that Frederic Robinson Ltd has taken to ensure that slavery and trafficking are not taking place in any of its supply chains, or in any part of its own business.

## Content of the statement

The following items will be included in the statement:

1. The structure of our organisation, the business operations of the organisation and the supply chains.
2. Our policies and audit mechanisms in relation to slavery and human trafficking.
3. The due diligence processes that we carry out to ensure that there is no slavery or human trafficking in our business and supply chains.
4. The training and communication measures that will be or are in place for relevant employees.

## Additional action points

In addition to producing the annual statement, Frederic Robinson Ltd is committed to:

- ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure
- carrying out regular audits to ensure that all our employees are paid at least the National Minimum Wage and have the right to work in the UK
- appointing a named individual to oversee the compliance with the Modern Slavery Act 2015 (this person is Oliver Robinson – Managing Director Beer Division)
- identifying and addressing any areas of high risk in our supply chain
- providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.

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