



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is published on behalf of Fuller, Smith & Turner P.L.C. and the other subsidiary companies within the Fuller, Smith & Turner P.L.C. Group (together "Fuller's") pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act").

This statement constitutes Fuller's Modern Slavery and Human Trafficking Statement for the financial year ended 26 March 2022. As required by the Act, this statement reports on the steps taken by Fuller's during the year to ensure that slavery and human trafficking is not taking place in any part of our own business or any of our supply chains.

Our structure and our business

Fuller's is a premium pubs and hotels business founded in Chiswick, London in 1845 and listed on the premium market of the London Stock Exchange. We have 209 managed businesses, with 1,027 boutique bedrooms, and 175 Tenanted Inns. The estate is predominately located in the South of England (44% of sites are within the M25) and stretches from London to the Jurassic Coast via the New Forest. Our Managed pubs and hotels include the Cotswold Inns and Hotels and the Bel & Dragon Country Inns. Further information can be found in our 2022 Annual Report, which is available on our website www.fullers.co.uk

Modern slavery and human trafficking

We are committed to conducting our business ethically and with integrity, and striving to ensure that there is no modern slavery or human trafficking in any part of our business or supply chains.

Our supply chains

Our supply chains include the sourcing of raw materials and finished products for the purposes of providing food and drink, goods and equipment used in our pubs and hotels and our support office, contractors, sub-contractors, and professional service suppliers. In total we have over 1,000 suppliers ranging in size and complexity, with the majority operating in the United Kingdom. In most cases we aim to develop long term relationships with our key suppliers and to rationalise the number of suppliers we partner with, but we do have a large number of smaller contractors who service the day-to-day requirements across our estate. We seek to maintain open communication with our contractors and suppliers regarding our values and expectations.

Prevention of modern slavery and human trafficking

We have policies and procedures in place to reduce the risk of modern slavery in our business, to ensure employees are protected and to promote human rights including:

Right to Work Policy: outlines procedures and responsibilities to ensure Fuller's complies with all UK employment law and ensures employees are fully entitled to work in the UK.

Whistleblowing Policy: outlines the procedure for raising concerns regarding suspected wrongdoing by Fuller's or any of its employees or suppliers, including in confidence through an independent whistleblowing hotline.

Life is too good to waste programme: outlines our commitment to our people, our environment and our communities and includes initiatives to partner with our suppliers on key issues and to support our employees.

Due diligence processes for slavery and human trafficking in our supply chains

As part of our initiatives to identify and mitigate risk we:

- we identify and assess potential risk areas in our supply chains by asking all new key suppliers to provide details of their modern slavery arrangements as part of onboarding;
- we do not engage any new key supplier of goods or services who does not align to our values and does not meet the standards we expect of them;
- we comply with all aspects of UK employment law to mitigate the risk of people in our business being subject to any form of exploitation;
- we have appointed a partner to undertake right to work checks to improve and streamline our onboarding checks;
- we expect all agencies who supply workers for our pubs, hotels and Support Centre to comply with UK employment law; and
- we have procedures in place to allow colleagues to report any wrongdoing whilst offering protection for whistle blowers.

Progress

During the year we have:

- completed a high-level review of our supply chain to identify potential risk areas – using a risk-based approach based on supplier spend, location and type of product or service provided – and followed up with key suppliers to understand how they ensure modern slavery does not take place within their own organisation;
- relaunched our anti-modern slavery e-learning training module across the business, covering how to spot the signs of modern slavery and how to report it; and
- rolled out new procedures for completing right to work checks via TrustID and improved processes to ensure that new employees cannot be set-up on payroll without having first passed a right to work check.

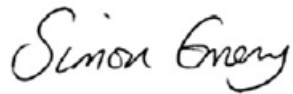
Next Steps

Fuller's remains committed to building and strengthening our existing policies and practices to eliminate modern slavery and human rights violations across our business and in our supply chain. We therefore aim to continue to review the effectiveness of our current arrangements and, where necessary, implement additional safeguards and procedures. This will include:

- further development of training, tailored to specific roles and areas of the business, to ensure our teams can minimise the risk of modern slavery within our supply chains, spot the signs relevant to victims of modern slavery and understand how to report it for immediate action;

- launching our Responsible Sourcing Policy, including our Supplier Guiding Principles, which outlines our minimum standards and the basic principles of cooperation that we require of all suppliers and business partners;
- developing our Environmental Policy which sets out our approach to managing the environmental impact of our operations and supply chain;
- exploring partnering with third-party experts to assist in conducting a detailed risk mapping and assessment of our supply chains to help target our mitigation and due diligence efforts; and
- reviewing the use of specialised ESG platforms, to allow us to manage our data more easily within our supply chain and to better manage sustainable sourcing, ESG and modern slavery risk across our supply chain.

This statement has been approved by the Board of Directors on 15 September 2022.

A handwritten signature in black ink that reads "Simon Emeny". The signature is written in a cursive, flowing style.

Simon Emeny, Chief Executive on behalf of

Fuller, Smith & Turner P.L.C.

Griffin Catering Services Limited

15 September 2022