Kingsland Drinks is committed to the prevention of modern slavery and human trafficking.

Kingsland Drinks is committed to complying with all of the following statements:

**Laws and Human Rights:**
- Shall comply with all laws and regulation applicable to its business (including those relating to human rights and employee rights at work).

**Child labour:**
- Shall comply with all national legislation regarding the employment of children.
- Shall not employ anybody under the age of 16.
- Employees between the ages of 16 and 18 years of age must not be exploited, denied education and arrangements must be made to protect their health and safety.

**Employment is freely chosen:**
- Shall not use forced, bonded or involuntary labour.
- Shall not engage in human trafficking or exploitation
- Shall not import or use goods tainted by slavery, servitude, forced or compulsory labour or human trafficking.
- Shall allow their employees the right to leave after providing reasonable notice.

**Working hours and wages:**
- Shall comply with all respective national laws and regulations regarding working hours, wages and benefits.
- Shall ensure that its workers are paid lawful wages, including overtime, premium pay, and equal pay for equal work without discrimination.

**Equality:**
- Shall not discriminate on the basis of race, religion, belief, disability, age, sex, sexual orientation, gender reassignment, marriage, civil partnership, pregnancy, or maternity.
- Shall treat all employees with fairness, dignity and respect.
- Shall not tolerate any form of physical, sexual, psychological or verbal harassment or abuse, or victimisation or bullying, within its workforce.

**Freedom of Association:**
- Shall acknowledge and respect the rights of workers to freely join associations (e.g. trade unions) as permitted by and
in accordance with all applicable laws and regulations.

- Shall not discriminate against workers who choose to belong to associations.
- Shall respect the rights of workers’ associations to represent their members and to bargain collectively for them.

**Right to Work:**

- Shall only employ workers who are legally authorised to work in their location and facility. This eligibility to work must be validated through the appropriate documentation.

**Health and Safety:**

- Shall make every effort to ensure that they provide a safe working environment and ensure that documented risk assessments are carried out and acted upon appropriately.

**Supply Chain:**

- Shall take all reasonable steps to ensure that any third party who undertakes work or supply for Kingsland shall adhere to the standards and obligations set out in the Kingsland – Modern Slavery Code of Conduct for Suppliers.

**Training:**

- All supervisory levels employees and managers will be trained in line with GLA guidelines.

OUR BELIEFS

**Sustainability**

- Our Environment
- Community & Charity Support
- Corporate Responsibility
- Modern Slavery Statement 2017
- Kingsland Drinks Group Limited: Tax Policy