

# MODERN SLAVERY STATEMENT

## Modern Slavery Statement

### Introduction

This statement sets out **International Beverage Holding (UK)** and its subsidiary **Inver House Distillers Ltd** 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 for the financial year ending **30<sup>th</sup> September 2021**.

As part of the Global drinks industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

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 International Beverage Holdings (UK) and Inver House Distillers Ltd.

Inver House Distillers Ltd is the Scotch Whisky subsidiary of International Beverage Holdings (UK). The organisation's Head Office is based in Airdrie, Scotland and also has 5 distilleries based in the north of Scotland.

From review of our business and its supply chains in regards to modern slavery, we believe that International Beverage Holding (UK) and Inver House Distillers Ltd is at low risk. Most of the organisation's suppliers are based within the UK and those that are not we monitor on the Global Slavery Index. However, removing the risk of modern slavery entirely from the supply chain presents many organisations challenges. This statement will demonstrate how the organisation manages these risks and ensure that our supply chain comply with all modern slavery laws.

### Relevant policies

Our business operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

- **Whistleblowing Policy** This policy allows all employees, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation.
- **Employee Code of Conduct & Ethics Policy** Our code makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- **Recruitment Policy** The organisation uses only specified, reputable employment agencies to recruit employees or to hire agency workers.
- **Corporate Social Responsibility Policy** The organisation is committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development.

### Due diligence

International Beverage Holding (UK) and Inver House Distillers Ltd undertake due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. As a member of SEDEX, our business requires suppliers to complete an ethical questionnaire to evaluate the modern slavery risks of each supplier and any potential new suppliers. This ethical questionnaire will be completed by suppliers as part of our Supplier Audit process which includes onsite audits to ensure suppliers are compliant.

International Beverage Holding (UK) and Inver House Distillers Ltd will only work with suppliers who commit to a zero tolerance on slavery and human trafficking.

### Training

Formal Modern Slavery training is provided to all employees within our Management team, Procurement and Human Capital departments. This training is completed as part of our new employee induction programme.

Within the Company's intranet the following information is available for employees to raise awareness of modern slavery issues:


- How to identify the signs of slavery and human trafficking;
- What initial steps should be taken if slavery and human trafficking is suspected;
- What external help is available, through the Modern Slavery Helpline and the "Stronger Together" initiative.

### Next steps

Following a review of the effectiveness of the steps the organisation has taken to manage the risks of modern slavery in our supply chains, we intend to take the following further steps to prevent these risks:

- Review our current due diligence process to ensure that it is effective in ensuring there is no modern slavery within our supply chain.
- The organisation will continue to ensure that staff training is provided to employees at induction and that ongoing training is also provided.
- Use more effectively the external risk management tools such as the Global Slavery Index to assess geographical risks.

This statement has been approved by the organisation's board of directors who will review and update it annually.

Signed  .....

Date 1<sup>st</sup> September 2020

**Martin Leonard**  
**Managing Director**  
Next review date September 2021

Martin Leonard  
Managing Director

*Next review date September 2021*

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[INVESTOR RELATIONS](#) | [CAREERS](#)

BEERS:  
ARCHA  
CHANG  
FEDERBRÄU

THAI SPIRITS:  
PHRAYA

MEKHONG  
CROWN99  
ROYAL LEGEND  
HONG THONG  
BLEND 285  
MERIDIAN

SINGLE MALT SCOTCH WHISKIES:

ANCNOC  
BALBLAIR  
OLD PULTENEY  
SPEYBURN

BLENDED SCOTCH WHISKIES:

CATTO'S  
HANKEY BANNISTER  
MACARTHURS

WHITE SPIRITS:

CAORUNN  
COLD STREAM  
KULOV

CHINESE SPIRITS:

GRAND CLASSIC  
YUANJANG  
43 DEGREE  
YU LIN QUAN

CHINESE WINES:

LONGEVITY YELLOW WINE  
LONGEVITY PLUM WINE  
LONGEVITY HERBAL & MEDICATED WINE  
STAR BRAND MEDICATED WINES

NON-ALCOHOLIC DRINKS:

OISHI GREEN TEA  
OISHI CHAKULZA

OTHER DRINKS:

STROMA LIQUEUR