



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

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This Statement sets out the steps that Daniel Thwaites PLC has taken during its financial year ending 31 March 2021 to ensure that modern-day slavery and human trafficking does not occur in the organisation or in its supply chains. Daniel Thwaites PLC operates in the hospitality industry and has therefore been closed for a large proportion of the financial year due to Covid-19, and therefore progress this year has been slower than anticipated.

Our Business and Organisational Structure

Daniel Thwaites PLC is one of the UK's longest established family brewers, with a strong regional presence in the North of England. The Company has an estate of approximately 250 freehold properties, comprising tenanted pubs, inns and hotels & spas which are all located in the UK.

The Company employs approximately 1,600 employees and works with a large number of suppliers across its supply chain.

Policies on Slavery and Human Trafficking

Daniel Thwaites PLC is committed to ensuring that there is no modern slavery or human trafficking within any part of its business nor within its supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the business.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

Supply Chain

The Company's supply chain includes a range of over two thousand suppliers. The principal suppliers are involved in the sourcing of raw materials, principally related to the provision of food and drink. Whilst products are sourced both nationally and internationally, the point of contact is always with a UK based company or branch, and the Company



to have processes in place to ensure there is no modern slavery or human trafficking within their

is committed to ensuring as far as it possibly can, that its supply chain is free from modern slavery or human trafficking.

Due Diligence Process

Daniel Thwaites PLC is committed to building long-standing relationships with local suppliers and tenants and makes it very clear that it expects its suppliers and tenants to be committed to ensuring there is no modern slavery or human trafficking within their businesses. When appointing new suppliers, the Company carries out risk assessments and makes appropriate enquiries before it seeks to sign them up to its standard terms and conditions, which include a requirement that the supplier complies with the requirements of the 2015 Act.

Management Responsibility

The Company directors and senior management take responsibility for compliance and are provided with appropriate resource, training and investment to ensure that slavery and human trafficking is not taking place within the business.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Daniel Thwaites PLC slavery and human trafficking statement for the current financial year.

R. A. J. Bailey
Executive Chairman

April 2021





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