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MODERN SLAVERY ACT 2015 STATEMENT

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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 27 March 2021. 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](#)

**IN SOCIAL
RESPONSIBILITY**

COMMUNITY

**RESPONSIBLE
RETAILING**

PEOPLE

ENVIRONMENT

**MODERN SLAVERY
STATEMENT**

GENDER PAY GAP

**BACK TO SOCIAL
RESPONSIBILITY**

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 2021 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 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, contactors, sub-contractors, and professional service suppliers. In total we have around 1,000 suppliers ranging in size and complexity. 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.

Due diligence processes for slavery and human trafficking

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; and
- we have procedures in place to allow colleagues to report any wrongdoing whilst offering protection for whistle blowers.

Next Steps

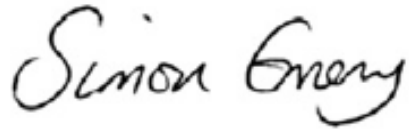
Fuller's remains committed to building and strengthening our existing policies and practices to eliminate modern slavery and human rights violations across our business and in our supply chain. We therefore aim to continue to review the effectiveness of our current arrangements and, where necessary,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

- refreshment of training across the business to ensure our teams can spot the signs relevant to victims of modern slavery and understand how to report it for immediate action;
- defining our minimum standards and the basic principles of cooperation that we require of all suppliers and business partners in a set of 'Supplier Guiding Principles'; and
- undertaking a risk assessment of existing suppliers and following up with any identified as potentially high risk to understand how they ensure modern slavery does not take place within their own organisation, together with confirming our expectations of how they should operate.

This statement covers the following subsidiary companies:

- Griffin Catering Services Limited

This statement has been approved by the Board of Directors on 15 November 2021.

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

Simon Emeny, Chief Executive

FULLER, SMITH & TURNER P.L.C.

16 November 2021