



## Modern Slavery Statement

### Introduction

This statement sets out 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 2019**.

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.

From review of our business and its supply chains in regards to modern slavery, we believe that Inver House Distillers Ltd is at low risk. However, removing the risk of modern slavery entirely from the supply chain presents many organisations such as Inver House Distillers Ltd with challenges. The policies and processes outlined in this statement demonstrate how we manage this risk.

### Relevant policies

Inver House Distillers Ltd 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.
- **Ethics policy** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation.
- **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

Inver House Distillers Ltd undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Inver House Distillers Ltd requires suppliers to complete an ethical questionnaire to evaluate the modern slavery risks of each supplier and 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.

Inver House Distillers Ltd will only work with suppliers who commit to a zero tolerance on slavery and human trafficking.

## Training

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.

Formal Modern Slavery training is provided to all employees within our Management team, Procurement and Human Capital departments.

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



Signed .....

**Martin Leonard**  
**Managing Director**