



## **SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDING 2016**

### **Introduction**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by us to ensure that our business and supply chains are free of slavery and human trafficking.

As the UK's leading cider and beer producer, and part of a global Heineken network which operates worldwide, we believe we should take responsibility for our actions and clearly communicate what we expect from our suppliers.

### **Supply Chain Standards**

We respect and safeguard human rights and have a zero-tolerance approach to modern slavery and human trafficking. Our Anti-slavery and Human Trafficking Policy clearly sets out our commitment to act ethically and with integrity in all of our business dealings and relationships. This policy has been designed to help ensure transparency in our own business and highlight our commitment to tackling modern slavery and human trafficking throughout our supply chains. We require all persons working for us, as well as our contractors, suppliers and other business partners to comply with this policy.

Our Supplier Code of Conduct reinforces our commitment to ensuring modern slavery is not taking place anywhere in our supply chains. This is a key element of our respect for human rights and we are committed to implementing and enforcing effective systems and controls to tackle modern slavery. We expect our suppliers to adhere to this Code of Conduct and incorporate it into their own business practice.

### **Adherence to our Standards**

As part of our initiative to identify and mitigate risk, we have in place systems to assess whether particular relationships or transactions are susceptible to slavery and human trafficking. As part of this process, we contact key suppliers to outline our requirements in this area and reinforce the important role they play in ensuring we deliver on our commitments. We monitor the performance of our suppliers in this respect and have effective reporting systems in place to protect employees, or other parties, who raise concerns about any breach of our Anti-slavery and Human Trafficking Policy.

Violation of our Anti-slavery and Human Trafficking Policy by employees may result in disciplinary action, up to and including, dismissal. We may terminate any contract and cease to do business with suppliers who fail to comply with the policy.

Finally, to ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we provide training to members of our procurement team. Our targeted training ensures that our employees recognise and understand how to mitigate these risks within our supply chain.

**Head of Legal, for and on behalf of Heineken UK Limited**