

Modern Slavery Statement

This statement applies to **Montgomery Waters Ltd**, (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 2025. This statement relates to actions and activities during the financial year **1st January 2025-31st December 2025**.

Our Business

Formed in 1993, Montgomery Waters Ltd is a family-owned Manufacturer of Bottles Mineral Water, Spring Water and Flavoured Waters. Our main site is situated in an area of outstanding natural beauty, beneath a small range of former volcanic hills in the little rural village of Churchstoke. Which is located in the Mid-Wales County of Montgomeryshire. We also have a satellite manufacturing facility located in Church Stretton, in the beautiful Long Mynd. Our Spring water and Mineral Water is infused with a host of essential minerals by virtue of its passage through these ancient rock formations and as such providing the fine taste of the water we abstract. We bottle Still and Sparkling Spring and Mineral Water, in Glass and PET formats, and produce Flavoured Spring Water Drinks. The company is managed by a board of directors, and we have approximately one hundred employees in manufacturing, management, and clerical roles within the business.

Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.
- Commitment

Montgomery Waters Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains. It is the responsibility of the Managing Director to make sure appropriate measure are in place to ensure all employees are treated fairly in accordance with the Ethical Trading Initiative.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

Supply chains

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In order to fulfil its activities, the main supply chains of the Organisation include those related to the supply of raw materials and ingredients from various suppliers in both the United Kingdom And countries worldwide.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist with potential modern slavery is out supply chain for raw materials and ingredients which are sourced worldwide. In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers. The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Conduct regular supplier assessments to ensure compliance with our ethical standards.
- Conducting audits and site visits were necessary to verify compliance.
- Requiring new suppliers to complete a self-assessment questionnaire to assess their compliance with human rights standards and the ethical trading initiative.
- Reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.
- Put measures in place to identify and assess the potential risks in its supply chains.
- Creating action plans to address risk to modern slavery
- Any actions taken to embed a zero-tolerance policy towards modern slavery.

Key performance indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- Communication and contact with net link in the supply chain and their understanding of, and compliance with our expectations.
- Monitoring reports of any suspected incidents of modern slavery within our operations.
- Feedback from employees and suppliers about effectiveness of our policies and training.
- Regular audits of suppliers and internal processes.

Policies

The Organisation has the following policies which further define its stance on modern slavery:

- Whistleblowing Policy

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- Employee Code of Conduct
- Purchasing and Supplier Procedure
- Recruitment Policy
- Ethical Trading Policy


Training

The Organisation provides the following training to staff to effectively implement its stance on modern slavery, through Induction Training, and Ethical Trading and Modern Slavery Policies.

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations. This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 01/01/2026

Signed: 
Print name: Paul Deives
Job Title: Managing Director
Date: 1.1.2026

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