



Modern Slavery Statement

This statement sets out **Inver House Distillers Ltd, trading as International Beverage** and its 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 **30th September 2025**

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.

Organisational structure and supply chains

This statement covers the activities of International Beverage. International Beverage is a premium spirits company, bringing together a family of award-winning brands with a strong respect for its people and a commitment to driving sustainable change. The company produces finely crafted spirits at its five Scottish distilleries - Pulteney, Speyburn, Balblair, Balmenach and Knockdhu. Head office is based in Airdrie, Scotland.

From review of our business and its supply chains regarding modern slavery, we are confident that International Beverage is at low risk. Most of the organisation's suppliers are based within the UK and those that are not are monitored by our team. However, removing the risk of modern slavery entirely from the supply chain presents many organisational challenges. This statement will demonstrate how the organisation manages these risks and ensures that our supply chain comply with all modern slavery laws.

Relevant policies

Our business 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.
- **Employee Code of Conduct & Ethics Policy** Our code makes clear to employees the actions and behaviours expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

- **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

International Beverage undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. As a member of SEDEX our business requires suppliers to complete an ethical questionnaire to evaluate the modern slavery risks of each supplier and any potential new suppliers. This ethical questionnaire will be completed as part of our Supplier Evaluation process which can include onsite audits to ensure suppliers are compliant.

International Beverage only works with suppliers who commit to a zero tolerance on slavery and human trafficking.

Training

Formal Modern Slavery training is provided to all employees within our organisation. This training is completed as part of our new employee induction programme and updated regularly where applicable

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.

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

Signed

Date 23rd September 2024.



Malcolm Leask

Managing Director

Next review date September 2025