



## MODERN SLAVERY ACT 2015 - OUR STATEMENT

### Introduction

H Weston & Sons Ltd ("Westons Cider") are committed to operating with the highest ethical and legal standards and best practice, ensuring that our internal business operations and operations within our business always meet those standards.

Westons Cider is committed to comply with the requirements of the Modern Slavery Act 2015. The company also complies with the requirements of the Ethical Trading Initiative (ETI) base code and is a member of the Supplier Ethical Data Exchange (SEDEX).

Westons Cider is regularly audited by third parties to ensure that we comply with these standards as well as customer specific requirements through audits such as the SEDEX Members Ethical Trade Audit (SMETA).

Westons Cider 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.

### Structure

H Weston & Sons Ltd ("Westons Cider") is an independent family run company, making award winning ciders and perry for 142 years. H Weston & Sons Ltd was established in 1880 by founder Henry Weston. Helen Thomas, the current Managing Director of Westons Cider is a fourth-generation family member (Henry Westons great-granddaughter), who since 1996 has successfully grown the business to what it is today. Currently the business employees approximately 260 employees. We are so proud of our heritage, cider making skills and brand(s) that we put our family name on every single bottle.

### Our Actions 2021 - 2022

- In the last year, key departments within the business have completed online modern slavery e-learning, covering; what is modern slavery and the modern slavery act and why it's important, signs of modern slavery, how to make a change to modern slavery and how to report it.
- We have introduced more detailed information regarding modern slavery and the act during our induction process for all new starters joining the business.
- We have completed in depth audits with any agencies we work with to ensure compliance to the modern slavery act.

### Our Continuing Commitment 2022-2023

We commit to the following:

- To provide regular training to our Management Team and employees in line with the above mentioned standards, the Act and other trade initiatives such as 'Stronger Together'. To be vigilant to any signs relating to human trafficking and know what action to take in the event of such an occurrence.
- To provide modern slavery training to all new employees upon joining the business, to increase awareness, to be vigilant to any signs relating to human trafficking and know what action to take in the event of such an occurrence.

- To ensure that our employees and agency workers work in a safe environment; where they feel comfortable to discuss any concerns they might have about colleagues' or others wellbeing with their Line Manager, or a member of the HR Team, including any potential risk of modern slavery or human trafficking.
- To audit the employment agencies that we contract with: a minimum of an annual basis, and more frequently if needed.
- To refer to our Recruitment Policy when recruiting all new employees. Only using, when necessary, reputable employment agencies who have been previously screened by us.
- To carry out due diligence processes to ensure modern slavery does not take place within our supply chain, following up with auditing where it is deemed necessary.
- To regularly review our policies and processes relating to modern slavery and human trafficking, ensuring these are fit for purpose.

Signed by Helen Thomas (Managing Director) and approved by the Board of Directors

Date: