

H WESTONS & SONS LTD MODERN SLAVERY STATEMENT 2024

This statement is H. Weston & Sons Ltd modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015 (“the Act”).

H Weston & Sons Ltd (Westons Cider) oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that slavery or human trafficking is not taking place in our business or in our supply chains.

INTRODUCTION

Based in the Herefordshire village of Much Marcle, H Weston & Sons Ltd have a long family history of premium cider-making with our roots going back to 1880. Five Weston generations have worked with like-minded colleagues in the pursuit of their passion: creating authentic ciders that people will love. We are so proud of our heritage, cider making skills and brands that we put our family name on every single bottle.

BUSINESS STRUCTURE

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 310 employees.

OUR POLICIES

H Weston & Sons Ltd have a number of policies in place to assist us in ensuring compliance with the Act.

- Recruitment Policy
- Whistleblowing Policy;
- Anti-Bribery & Anti-corruption Policy;
- Ethical Trade Policy;

Company policies are continuously reviewed and updated, as a minimum annually. 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). We are 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).

OUR COMMITMENT

H Weston & Sons Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both our internal practices in relation to our teams and additionally our supply chains.

H Weston & Sons Ltd has a zero tolerance to Modern Slavery. It will refrain from entering business and/or will discontinue any current business with any organisation found to be involved in slavery, forced or compulsory labour.

H Weston & Sons Ltd is required under the Modern Slavery Act to demonstrate the steps that we are taking to prevent modern slavery in our business and supply chains. This statement describes the steps we are taking to prevent modern slavery.

Our Continuing Commitment 2024-2025

- To further engage with our suppliers to raise awareness of and ensure compliance with the Modern Slavery Act.
- To ensure that 100% of our employees are exposed to modern slavery awareness-training, including how to spot the signs and how to report it.
- To audit the employment agencies that we engage with, as a minimum, on an annual basis, and more frequently if needed. Ensure that recruitment agencies on our preferred supplier list have appropriate modern slavery provisions.
- We will continue to increase our safeguards in our supply chains. Initial work will focus on those suppliers to assess where there is greatest potential risk.
- To carry out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place within the company or its supply chains.
- To continue to ensure we are tackling modern slavery through our purchasing practices.
- To ensure all employees adhere to company policies and procedures relating to modern slavery.
- 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' wellbeing with their Line Manager, or a member of the HR Team, including any potential risk of human trafficking.
- Ensure that 100% of all inductions for permanent and temporary labour include modern slavery awareness.

BOARD APPROVAL

This slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the financial year ending 31 March 2024.

It was approved by The Managing Director, Helen Thomas and Board of Directors on 15th July 2024.