Modern Slavery and Human Trafficking Statement

This statement sets out Joseph Holt's actions to understand all potential modern slavery and human trafficking risks related to its business. As required by the Modern Slavery Act 2015, this statement details the steps taken by Joseph Holt to ensure that there is no slavery or human trafficking in our business and any of our supply chains. We treat all staff equally: without discrimination and with respect for their human rights and have a zero-tolerance approach to slavery and human trafficking. This statement relates to actions and activities during the financial year 1 April 2022 to 31 March 2023.

Organisational structure and supply chains

This statement covers the activities of Joseph Holt LTD. We are an independent family business established in 1849. Our core business is the brewing and packaging of beer. We own 128 Pubs in the North West of England. Eight of these 128 pubs have hotel bedrooms, and around 43 pubs offer food. We have national sales and a large free trade department, where we will sell our beer in pubs we do not own. Our turnover for 2022 was £70 million.

We currently employ just over 600 people throughout the business.

Modern slavery and human trafficking

Joseph Holt are committed to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or in our supply chains.

Our Supply Chain

Our supply chain is primarily customer driven based around food, drink, beer ingredients, consumables, uniform, building materials, furnishings, plant and equipment, with the bulk of the monetary value being materials sourced in the UK. We have the occasional supplier from the EU and Worldwide. We have a range of suppliers and contractors, the majority of whom are long term. Our aim is to develop long term relationships with these suppliers, with two-way communication on our company values and expectations.

We want our suppliers and contractors to support our zero-tolerance approach to modern slavery, and take the following steps to achieve this goal:

- where practicable, our contracts with suppliers contain the following clauses which require them to comply with applicable anti-slavery and related laws including the Act:

a) In performing its obligations under the supplier agreement, we shall endeavour to ensure, that the supplier and their subcontractors comply with all applicable anti-slavery and human trafficking laws, statutes and regulations in force including but not limited to the Act.

b) We will continue to ensure that suppliers are implementing an appropriate system of due diligence, audit and training to ensure that there is no slavery or human trafficking in its supply chains.

c) We encourage our suppliers to complete their own modern slavery statement and seek to understand what this is.

d) Where procuring new suppliers, we will actively encourage them to sign our modern slavery statement ensuring they follow our zero-tolerance policy to modern slavery and human trafficking.

Process Controls

- We continuously review our standard commercial contract terms to impose obligations and sanctions upon suppliers, ensuring they comply with the Act and take steps to ensure that their organisations are free from modern slavery.
- We have issued a modern slavery and human trafficking policy to ensure our business is able to effectively address any issues.
- We complete an Eligibility to Work in the UK form on every employee to ensure Joseph Holt complies with all UK employment law.
- Our Employee Handbook outlines our whistleblowing policy for raising concerns.
- We carry out internal training to all employees to ensure the risks relating to modern slavery and human trafficking are understood and mitigated. This includes training to ensure the safety of our customers, actively raising awareness to enable our employees to recognise potential cases of modern slavery and human trafficking.
- All members of our senior management team have been briefed on the subject.
- We will carry out periodic refresher training with employees to make them aware of the Modern Slavery act and of the definitions of slavery and human trafficking.
- We review any potential risk areas highlighted within current or future supply chains and act accordingly.

This statement was approved on 4th October 2023 by the organisation's Board of Directors, who review and update it annually.



Richard Kershaw, Chief Executive