

## **Punch Modern Slavery Statement**

### **PUNCH MODERN SLAVERY STATEMENT**

This statement sets out Punch's actions to understand all potential risks within its business related to modern slavery and to put in place steps 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 during the financial year 14 August 2023 and 11 August 2024.

Punch is aware that slavery and human trafficking can occur in many forms, such as forced labour, child labour, domestic servitude, sex trafficking and workplace abuse. Therefore, throughout this statement, we, Punch Taverns Limited use the terms 'slavery and human trafficking' to encompass all these various forms of coerced labour. As outlined in greater detail below, we have taken certain steps during the financial year, to ensure that slavery and human trafficking are not taking place in our supply chains or other parts of our business. To this end, we have established an integrated approach to managing human rights across our business, including risks related to slavery and trafficking.

#### **About Us**

We are a pub company who operates around 1,300 leased, tenanted and retail pubs. The group has its head office in the UK and all trading outlets are in the UK.

The group has an annual turnover in excess of £36m.

#### **Our Policies**

Punch is committed to ensuring there is no modern slavery or human trafficking in existence in our supply chains or in any part of our business. Our Anti-Slavery policy reflects our commitment towards 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 supply chains.

Our Recruitment and Selection Policy ensures that Punch will conduct appropriate checks on all employees to guarantee that they can legally work in the United Kingdom.

Our Whistleblowing Policy encourages all Punch employees to report any concerns related to the activity of the Company.

Our Ethics and Code of Conduct Policy explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

#### **Our Suppliers**

Punch maintains a preferred supplier list. We conduct due diligence on all new suppliers before allowing them to become a preferred supplier. Our anti-slavery commitments form part of our contract with all new suppliers and they are required to confirm that no part of their business operations contradicts these commitments.

We are working with our existing suppliers to ensure that modern slavery is not present in the supply chain and we have asked them to confirm to us that:

- Modern slavery is not present in their company
- Safe and fair working conditions are provided
- The risks within their own supply chain are understood
- Zero tolerance, responsible management and compliance with all legal requirements is reflected within their policies, procedures, practices and within contracts with their suppliers.

### **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.