



Introduction from Tim Warrillow, CEO

This statement sets out the steps Fevertree Drinks plc, Fevertree Limited, Fevertree UK Limited, Fevertree ROW Limited, and Fevertree Europe Limited (“**Fever-Tree**”) have taken to mitigate the risk of modern slavery and human trafficking occurring within any part of our business or supply chain during the financial year ended 31 December 2025.

We are committed to improving our practices to combat slavery and human trafficking and continue to assess our business and supply chain to identify risks and then to target those areas with policies, procedures, audits, recommended certifications and training to ensure we maintain appropriate safeguards against any mistreatment of persons within our own business and our supply chain. We have the highest respect for human rights and do not tolerate any form of slavery or servitude in our own operations or supply chains and have the processes in place to act accordingly if this is discovered.

Business overview

Fever-Tree is the world's leading supplier of premium carbonated mixers for alcoholic spirits by retail sales value, with distribution to over 90 countries worldwide. Based in the UK, the brand was launched in 2005 to provide high quality mixers which could cater to the growing demand for premium spirits, in particular gin, but also for vodka, rum and whisky. Fever-Tree sells a range of premium mixer and soft beverages to hotels, restaurants, bars and cafes as well as retail outlets, serving consumers of both alcoholic and non-alcoholic beverages.

The Group’s largely outsourced business model, underpinned by a handful of strong, well-established relationships with suppliers, bottlers and distributors, allows for scalability and operational flexibility whilst maintaining high levels of quality control. The Fever-Tree Group now includes approximately 300 staff globally.

We work with bottlers and canners in the UK, Europe, USA and Australia to produce and distribute our product to the same high standard globally. We work to source ingredients both directly from suppliers and through best-in-class ingredients flavour houses. The long-standing nature of our supplier relationships means we can work collaboratively on continual improvements.

Our policies and due diligence processes

We are committed to working to ensure that there is no slavery or human trafficking in our supply chain or in any part of our business. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to the implementation and enforcement of effective systems and controls to prevent and mitigate slavery and human trafficking from taking place anywhere in our supply chains.

All our employees have a contract which sets out their working conditions, expected hours of work and salary. There is a staff handbook detailing policies, procedures, rights and benefits and all HR processes and policies are in line with UK employment laws. There are clearly set out disciplinary and grievance procedures, a Whistleblowing Policy and an Anti-Corruption and Bribery Policy.

Our Social, Ethical and Environmental Business Policy sets out the standards of employment in line with which we expect our major partners to conduct their business. These standards include clauses aligned with the Ethical Trading Initiative’s Base Code and are in accordance with International Labour Organisation’s fundamental conventions and the United Nations Business Council’s Guiding Principles;



covering human rights, anti-bribery and anti-corruption alongside health, safety, and environmental standards. We require all product and major suppliers to sign up to this policy annually, confirming that they are acting in accordance with it. We verify our supply chain working conditions via a combination of visits, external third party audits and self-assessments, using a risk-based approach.

Meanwhile, we have implemented a publicly available Human Rights Policy (accessible at <https://fever-tree.com/en-gb/sustainability>) which establishes Fever-Tree's overall commitment to safeguarding the rights of our employees, supply chain workers, communities where we operate, and all those impacted by our business activities; holding the business accountable to the same standards that we expect of our supply chain partners.

In addition, contractual commitments requiring compliance with the Modern Slavery Act are included in all new supplier contracts as they are signed. This includes obligations on suppliers to: comply with the Modern Slavery Act, implement appropriate controls to prevent Modern Slavery, and notify Fever-Tree immediately if they become aware of any Modern Slavery within their supply chains. Suppliers that breach these obligations will face appropriate actions which could include termination.

Risk assessment, audit and certification

We assess modern slavery risk for our ingredients using a range of factors, including geography, the type of goods or services purchased, purchasing volumes, supplier performance, and the nature of the business relationship. We recognise that the greatest inherent risk is likely to arise within parts of our product supply chain, particularly in the sourcing, growing, harvesting and processing of raw materials in global supply chains. These areas may involve more complex labour conditions and lower visibility beyond the first tier of supply.

In 2024, we established Fever-Tree's Human Rights Charter for our priority supply chain partners. This is shared and discussed at regular intervals with key suppliers and outlines that "by 2030, Fever-Tree's expects priority ingredient supply chains to be fully transparent to ground level, and grown, harvested, and processed with respect for human rights". In 2025, our ongoing engagement with key suppliers enabled us to verify that 25% of priority ingredients were certified or independently audited, contributing to our progress against the milestones set out in the charter. Alongside communicating the charter expectation to our key suppliers, we've established a roadmap and provided detailed guidance to support them in their human rights journey, catering for varying levels of existing maturity. For many suppliers, the charter will require either independent visits to the supply base assessing community needs and human rights protections, or the verification of working practices by trusted certification bodies. By setting out the expectations of human rights, the charter has positioned our due diligence request as a matter of strategic importance with suppliers, driving an uplift in engagement, transparency and open supply chain collaboration. We remain on track to have more than 75% of priority ingredients certified or audited in line with the charter by the end of 2027.

Tools and monitoring

Fever-Tree is a member of Sedex, a social and ethical data exchange, which promotes improvements in ethical and responsible business practices alongside increasing transparency and sharing of information within our supply chain. This widely used and recognised system helps us maintain robust links with our business partners and provides the tools to review risk assessments to prioritise areas



of focus. Functions such as pertinent ethical and worker management- based questions allow us to refine our monitoring of supplier non-conformance We are on target to meet our ambitious goal for 100% of our direct ingredient suppliers to be linked with Fever-Tree on Sedex by end 2025. By the end of 2025, we had established Sedex linkages with 95% of ingredient suppliers in our supply chain at that time.

We have fully embedded our supplier approval process using Ideagen, a quality management system, and have integrated several relevant modules, including tools to improve our supplier risk assessment and audit processes globally..

If we learn of any allegations of slavery or trafficking through our whistleblowing system or any other means we will act promptly and effectively in the best interest of the workers affected to collaboratively understand and remedy the problem, which could ultimately mean the termination of the business relationship with the supplier concerned if appropriate.

Our supply chain relationships are reviewed on an ongoing basis as part of our commitment to championing responsible business practices. We review our due diligence framework regularly to assess its effectiveness in identifying and addressing modern slavery risks across our operations and supply chain. We monitor progress against our sustainability KPIs, including Sedex connections, employee training completion, and progress against our Humans Rights Charter and use these insights to strengthen our approach over time.

Training

We provide periodic in-person human rights training and annual tailored e-learning on modern slavery to relevant employees to help them recognise risk factors, understand escalation routes and support the implementation of our policies and due diligence processes.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Fever-Tree's slavery and human trafficking statement for the financial year ending December 31, 2025. It was approved by the Board of directors of each relevant entity on 9 June 2026.

Tim Warrillow, CEO

FeverTree Drinks plc

FeverTree Limited

FeverTree UK Limited

FeverTree Europe Limited

FeverTree ROW Limited