



MODERN SLAVERY POLICY

Introduction

This statement is made in accordance to section 54 of the Modern Slavery Act 2015* and sets out the steps that The Brewery has taken, and is continuing to take, to make sure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Brewery has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

About the Organisation

The Brewery is the premier event and fine dining venue in the City of London which provides a unique and flexible environment for almost any kind of event.

The Brewery employs around 100 of its own staff supported by agency staff from an approved hospitality staff provider.

Our Policies on Slavery and Human Trafficking

The Brewery is aware of its responsibilities towards guests, employees and the local community and expect all our suppliers to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all directly employed staff, and agencies on approved frameworks are audited to provide assurance that pre-employment clearance has been obtained for agency staff, to safeguard against human trafficking or individuals being forced to work against their will.

- Equal Opportunities. We have a range of controls to protect staff from poor treatment and/or exploitation, which comply with all respective laws and regulations. These include provision of fair pay rates, fair terms and conditions of employment, and access to training and development opportunities
- Our employees know that they can raise concerns about how colleagues are being treated, or about practices within our business or supply chain, without fear of reprisals
- Our approach to procurement and our supply chain includes:

- 1- This Policy and attached questionnaire will be sent to existing suppliers.
- 2- Ensuring that our suppliers are carefully selected through our documented supplier selection processes
- 3- Requiring that the main contractor provides details of its sub-contractor(s) to enable us to check their credentials
- 4- Ensuring invitation to tender documents contain a clause on human rights issues
- 5- Ensuring invitation to tender documents also contains clauses giving The Brewery the right to terminate a contract for failure to comply with labour laws
- 6- Brewery staff must contact and work with the Procurement Director when looking to work with new suppliers so appropriate checks can be undertaken.
- 7- Supplier adherence to our values. We are zero tolerant to slavery and human trafficking and thereby expect all our direct and indirect suppliers/contractors to follow suit.

Training

Advice about modern slavery and human trafficking is available to staff through our Human Resources department. It is also discussed at our compulsory staff induction training.

We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business.

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 our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

*Section 54 of the Modern Slavery Act 2015 requires organisations to develop a slavery and human trafficking statement each year. The slavery and human trafficking statement should set out what steps organisations have taken to ensure modern slavery is not taking place in their business or supply chains.