

## **Modern Slavery and Human Trafficking Transparency Statement**

This statement is made pursuant to Section 54 (1) of the UK Modern Slavery Act 2015 and will be reviewed annually and published.

### ***Who we are***

We are Ian Macleod Distillers, a Scottish, family-owned spirits company, rooted in traditional values of independence, quality and customer service. We have a strong focus as an international, entrepreneurial, brand-led, successful and respected family company. Supported by the other key business areas of private labelling and bulk trading, our business is multi-faceted and we have a variety of departments within our 4 key functions: Operations; Finance & Central Services; HR; and Sales & Brand. We have our main office base in Broxburn, West Lothian and visitor centres across Glasgow and Edinburgh, with production sites in Glasgow (Glengoyne), Edinburgh (Edinburgh Gin) and Speyside (Tamdhu). Over 95% of our workforce is based in the UK, and we employ both permanent and seasonal workers.

Our aim is to offer our customers a choice of top quality spirit brands. By continually investing heavily in our exquisite portfolio to build a range of strong, niche brands, we are creating long term value.

International market demand for premium spirits is at an all-time high and in a marketplace increasingly dominated by a few multi-national companies with global brands, as an entrepreneurial and family business, we are thriving through customer demand for our products with heritage, history and quality. Aligned to our own overarching cultural ethos, we are fully supportive of the aims of the Modern Slavery Act 2015 and as such are committed to tackling slavery and human trafficking wherever possible. We therefore expect the same high standards from all of our partners, distributors and suppliers and expect that these standards are in turn applied throughout their own supply chains.

We do at times work with third parties, suppliers, distributors and other customer bases across national and international markets. We therefore recognise potential risk and proactively endeavour to engage in business only with partners who reflect our own values, culture and approach in all of these regards.

Within our employee handbook, we have set out a number of our expectations for our staff in terms of general standards and conduct. For additional ease of reference, we are also working towards having a stand-alone supplier code of conduct available in 2018. We promote corporate social responsibility in all aspects of our business' operating models and have a core commitment to ensuring that where possible, we meet all industry best practice guidelines and processes.

### ***Our commitments***

Our aim is to ensure a zero tolerance approach to modern slavery and human trafficking, and to act ethically and just, in all of our business relationships.

- We encourage all of our customers to have their own suitable anti-slavery and trafficking policies and processes;
- We have cascaded information to our employees to help them understand the importance of, and our zero tolerance towards, any type of modern slavery and/or human trafficking;
- We have encouraged employees to report potential concerns;
- We will report on our commitments in tackling slavery and human trafficking as part of board discussions and in line with annual business reporting;
- We continually assess risk and where applicable table recommendations, actions and follow up as required;
- We do not and will not, support or deal with, any business or individuals knowingly involved in slavery or human trafficking;
- Our business functions readily complete appropriate due diligence in regards to engagement with new customers and maintaining business relationships with existing customers.