

Slavery and Human Trafficking Statement

Introduction

We seek to conduct our business honestly and with integrity at all times and recognise that it is not acceptable to put profit above the welfare and wellbeing of our employees and those working on our behalf. We are therefore committed to playing our part in helping to stamp out slavery and human trafficking.

This statement therefore sets out the steps we have taken during our financial year that started on 29 March 2016 and ended on 3 April 2017 to ensure that modern slavery is not occurring in our supply chains or in our own organisation¹. It has been prepared for the purpose of complying with section 54 of the Modern Slavery Act 2015 (the **Act**) and is to be interpreted in accordance with that Act.

When we refer to **we**, **our** or **us** in this statement, we mean Young & Co.'s Brewery, P.L.C. (**Young's**) and, separately, Geronimo Inns Limited (**Geronimo**). The steps referred to below, taken by each of Young's and Geronimo, are identical.

Our structure and activities

Young's is a publicly quoted company listed on AIM, the alternative investment market. Geronimo is a private limited company wholly owned by Young's. Neither company is part of the other's supply chain. Our head office is in London.

We manage and operate a pub estate and sell food and drink through it. Additionally, Young's manages and operates a hotel division and a tenanted division and also has an unlicensed estate. Our activities are limited to England, principally the South.

Our supply chains

Our supply chains include the sourcing of finished and raw materials, principally related to the provision of food and drink.

Our policy on slavery and human trafficking

We do not tolerate, and are committed to preventing, acts of slavery and human trafficking from occurring within our business and our supply chains.

Due diligence

As part of our commitment to combating slavery and human trafficking, we:

- ensure, where practicable, optimum control of the work environment in our business (which includes our head office) – for Young's, this means its pub estate and hotel division; for Geronimo it means its pub estate;
- expect all those who have, or seek to have, a commercial relationship with us to familiarise themselves with the Act, our zero tolerance approach and to act consistently with this;
- will ask any new suppliers to confirm that they will not allow slavery or human trafficking in their business or supply chains and have implemented policies and procedures to that effect;

¹ Reference to ensuring that slavery and human trafficking is not taking part in any part of an organisation's supply chain does **not** mean that the organisation in question must guarantee that the entire supply chain is slavery free. Instead, it means an organisation must set out the steps it has taken in relation to any part of the supply chain (that is, it should capture all the actions it has taken). [Source: "Transparency in Supply Chains etc. A practical guide" (issued under the Act)]

- will expect, as a minimum, each entity in our supply chains to adopt “one-up” due diligence on the next link in the chain;
- will seek to include in our arrangements with suppliers a right to suspend or terminate our arrangements with them where we have reasonable grounds to suspect that there has been a breach of the Act; and
- have in place a whistleblowing policy to encourage members of staff to report concerns about wrongdoing and which offers suitable protection for whistle blowers.

Effectiveness and communication

We will measure the effectiveness of our policy and/or to communicate it by:

- auditing our payroll records to ensure these meet the standards required;
- liaising with all of our suppliers in writing, making each supplier aware of our zero tolerance stance and our expectations of them in this regard – we will request details of any modern slavery and human trafficking discovered in their supply chains and the actions they have taken;
- ensuring training is delivered to relevant employees and workers within our business; and
- publishing a copy of this statement on our website.

Our board of directors, which has agreed to champion the understanding and implementation of this statement, will be regularly briefed on the steps we have taken.

Approval

This statement is made in accordance with Section 54(1) of the Act and constitutes our slavery and human trafficking statement for the financial year that started on 29 March 2016 and ended on 3 April 2017.

This statement was approved by the board of directors of each of Young’s and Geronimo on 24 May 2017 and was signed on their respective behalves by



Patrick Dardis, Chief Executive