

J D Wetherspoon plc

Modern slavery and human-trafficking statement 2024/25

Introduction

J D Wetherspoon plc ('the Company') is committed to upholding human rights and preventing modern slavery and human-trafficking throughout its business and supply chain. In compliance with the obligations of the Modern Slavery Act 2015, the Company adopts a zero-tolerance approach to modern slavery and human-trafficking.

In the past year, the Company has continued to work with its suppliers for them to achieve compliance with its policies and the requirements of its supplier charter.

As part of achieving transparency across its supply chain, all of the Company's UK food suppliers are now members of Sedex – a global organisation which enables companies to share information on responsible sourcing in their supply chains. The Company will continue to work with suppliers of its drinks and non-consumable items in order that they, also, may become Sedex members.

This statement is published in accordance with the Modern Slavery Act 2015. It outlines the approach which the Company takes to prevent slavery and/or human-trafficking across its business and supply chain.

The Company published its first statement in September 2017.

About J D Wetherspoon plc

The Company is an operator of managed public houses and hotels in the United Kingdom and the Republic of Ireland, with headquarters in Watford, Hertfordshire, England. As at 28 July 2024, the Company employed 43,266 people, had 855 trading pubs (including 55 hotels) and reported a £2,035.5-million annual turnover.

Commitments

The Company is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human-trafficking.

The Company is committed to creating and ensuring a non-discriminatory and respectful working environment for all employees. It wants to create a culture whereby all employees feel confident that they can expose wrongdoing without any risk to themselves.

Recruitment and people-management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse and/or coercion.

The Company will not enter into business with any organisation, in the UK or abroad, which knowingly supports, or is found to be involved in, modern slavery, servitude and/or forced and/or compulsory labour.

Supply chain

The Company's supply chain includes approximately 200 suppliers of food, drinks and non-consumable items and 360 property suppliers. Products are sourced from microbreweries and local suppliers in the United Kingdom and the Republic of Ireland, as well as from several large international suppliers, varying considerably in terms of both size and the Company's annual spend.

New suppliers are subject to a stringent approvals process, including a satisfactory audit (a prerequisite for food suppliers). Before being permitted to work with the Company, suppliers are required to adhere to the terms of the Company's supplier charter.

Many suppliers hold international quality standards and accreditations and are audited by their issuing authorities to measure adherence with these requirements. The Company audits a selection of its suppliers, based on risk, to check compliance with the Company's quality standards.

The Company has other service providers and property contractors which are subject to a separate due-diligence process, managed by a third party on the Company's behalf.

Policies in relation to modern slavery and human-trafficking

The supplier charter reflects the Company's commitment to conducting business ethically and with integrity, with effective systems and controls to ensure that modern slavery and human-trafficking are not taking place anywhere across the business.

The following policies are available to all employees:

- Antiharassment, antisexual harassment and antibullying policy
- Antisexual harassment (Wetherspoon's commitment to)
- Child sexual exploitation policy
- Employment and safeguarding of young workers and vulnerable adults
- Equal opportunities – Equality, diversity and inclusion (EDI) policy, including antiharassment
- Modern slavery and human-trafficking policy
- Recruitment and selection policy
- Whistleblowing policy and procedure

Because the Company sources products from many countries, it would be impossible for it to monitor all elements of its suppliers' supply chains and/or every individual involved in producing the Company's products. Therefore, the Company's supplier charter sets out agreed standards which it expects suppliers to meet.

The charter applies to all of the Company's suppliers across all countries and the various jurisdictions from which products are sourced. Suppliers are required to be responsible for implementing these principles or to evidence compliance with their own comparable policies and to be accountable for any non-compliance.

The Company's supplier charter is available on its website's home page and includes the following policies and standards:

- Business management principles
- Supplier code of conduct
- Antibribery and anticorruption policy
- Environment and sustainability policy
- Animal welfare policy
- Sourcing policies
- Modern slavery statement
- Supply chain audit policy

Suppliers

The Company has a supply chain compliance programme, to check compliance with these requirements, which comprises:

- maintaining a risk register to identify and rank commercial suppliers in terms of risk.
- conducting audits on a 12- to 24-month rotation, including a detailed walk-around of suppliers' premises and welfare facilities, where applicable. In 2024, 45 supplier audits were completed.
- reviewing suppliers' policies on ethical matters, including modern slavery and human-trafficking.
- speaking to staff employed by suppliers to investigate working practices.
- developing action plans for suppliers which have not accepted the Company's supplier charter.
- a compliance team, with senior personnel from the Company's legal, commercial, audit and personnel departments.

Training

Employee training (as well as annual employee-wide refresher training) is provided on the risks of modern slavery, to raise awareness across all new employees, both in pubs and at head office. More targeted training is being redeveloped for those employees whose roles are involved directly in procurement and/or with the Company's supply chain.

Further steps

Periodically, the Company reviews the effectiveness of the steps taken to ensure that there is no modern slavery or human-trafficking in its supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human-trafficking statement of J D Wetherspoon plc for the financial year ending 28 July 2024.

Approved by Wetherspoon's board of directors on 16 January 2025.

A handwritten signature in black ink, appearing to read 'John Hutson', with a stylized, wavy flourish at the end.

John Hutson
Chief Executive
J D Wetherspoon plc

J D Wetherspoon plc

Wetherspoon House, Central Park
Reeds Crescent, Watford, WD24 4QL

01923 477777
jdwetherspoon.com