

J D Wetherspoon plc

Modern slavery and human-trafficking statement 2025/26

Introduction

Wetherspoon 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, Wetherspoon adopts a zero-tolerance approach to modern slavery and human-trafficking.

In the past year, Wetherspoon 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 Wetherspoon'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 Wetherspoon takes to prevent slavery and/or human-trafficking across its business and supply chain.

Wetherspoon published its first statement in September 2017.

About Wetherspoon

J D Wetherspoon plc is a publicly listed (FTSE) operator of managed public houses, hotels and franchises in the United Kingdom and the Republic of Ireland, with headquarters in Watford, Hertfordshire, England.

As at 27 July 2025, the company directly employed 42,081 people, had 849 trading pubs (including 55 hotels) and reported an annual turnover of £2,128 million.

At the end of the financial year, Wetherspoon operated eight franchised pubs in the UK and Isle of Man.

Commitments

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

It 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 400 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 Wetherspoon's annual spend with them.

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 Wetherspoon 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 its quality standards.

Wetherspoon 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.

Wetherspoon's franchised pubs in the UK and Isle of Man are supplied by the company's managed pub supply chain outlined above.

Policies in relation to modern slavery and human-trafficking

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

The supplier charter applies to all of Wetherspoon's suppliers across all countries from which products are sourced for the managed pub estate and franchised pubs in the UK and Isle of Man.

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 Wetherspoon supplier charter is available on the company's 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
- Supply chain audit policy

Compliance

The company has a supply chain compliance programme, to check compliance with the supplier charter 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 2025, 55 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 those suppliers which have not accepted Wetherspoon's supplier charter.
- a compliance team, with senior personnel from Wetherspoon's legal, commercial, audit and personnel departments.

All franchisees have entered into a franchise agreement with Wetherspoon, setting out the company's expectations and requirements in accordance with its own policies. The company is setting up a franchise audit programme to check franchisees' compliance with these requirements.

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 for those employees whose roles are involved directly in procurement and/or with Wetherspoon's supply chain took place and will be reviewed again in 2026.

Further steps

Periodically, Wetherspoon 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 27 July 2025.

Approved by Wetherspoon's board of directors on 15 January 2026.



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