

J D Wetherspoon plc

Modern slavery and human-trafficking statement 2023/24

Introduction

J D Wetherspoon plc ('Wetherspoon') is committed to ensuring that its company policies and working practices help to combat the global issues of slavery and human-trafficking.

In the past year, we have worked with our suppliers to ensure their compliance with our company policies and requisite standards, as stated in the company's supplier charter. We have focused on transparency in our supply chains. Our aim is that all suppliers of food, drinks and non-consumables become members of Sedex – a global organisation which enables companies to share information on responsible sourcing in their supply chains.

This statement is published in accordance with the Modern Slavery Act 2015. It outlines the approach which we take to prevent slavery and/or human-trafficking in our business and supply chains.

J D Wetherspoon plc published its first statement in September 2017.

Our company

Wetherspoon 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 30 July 2023, we employed 43,247 people, had 826 trading pubs (including 57 hotels) and reported a £1.925-billion annual turnover.

Our supply chain

Wetherspoon's supply chain includes approximately 220 food, drink and non-consumable suppliers and 260 property suppliers. We source products 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 our annual spend with them.

New suppliers are subject to a stringent approvals process, including (as a prerequisite for food suppliers) a satisfactory audit. Before being permitted to work with us, our suppliers agree to adhere to our supplier charter's principles.

Many of our suppliers hold international quality standards and accreditations and are audited regularly by their issuing authorities to ensure adherence to these requirements. We also audit a selection of our suppliers, based on risk, to check compliance with our quality standards.

In addition, we have other service providers and property contractors – these are subject to a separate due-diligence process, managed by a third party on our behalf.

Our supplier charter is available on the Wetherspoon website and includes those policies applicable to our suppliers, which are:

- Antibribery and anticorruption
- Sourcing policies, practices and guidelines
- Distribution
- Food-product-labelling
- Product recall
- Traceability
- Supply chain audit
- Foreign object detection
- Environmental management
- Farm animal welfare

It is our aim that all suppliers join Sedex to provide full transparency in our supply chain. As at January 2024, approximately 88% of our food suppliers were Sedex members.

Our policies on slavery and human-trafficking

We are committed to ensuring that there is no slavery or human-trafficking in our supply chains or in any part of our business. Our supplier charter reflects our commitment to conducting business ethically and with integrity, with effective systems and controls to ensure that slavery and human-trafficking are not taking place anywhere across the business.

Because we source products from many countries, it would be impossible for us to monitor all elements of our suppliers' supply chains and/or every individual involved in producing our products. Therefore, we set agreed standards with our suppliers and expect them, in their own operations, to conform.

These minimum standards apply to all suppliers across all countries and the various jurisdictions from which our products are sourced. We expect suppliers to be fully responsible for implementing these principles and to be accountable for any non-compliance.

Our suppliers

To ensure that all suppliers and contractors comply with our values and ethics, we have a robust supply chain compliance programme, 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. During the pandemic, we conducted largely desktop audit reviews. In February 2023, on-site supplier audits taking place in person were reintroduced as well, depending on risk. Since then, 42 such on-site audits have taken place.
- reviewing suppliers' policies on ethical matters, including slavery and human-trafficking.
- speaking to staff employed by suppliers to investigate working practices.
- developing action plans to deal with those suppliers which have not responded to our request to adhere to the supplier charter.
- We have a compliance team, made up of senior personnel from the company's legal, commercial, audit and personnel departments.

Training

We provide training on modern slavery awareness to all new employees, both in our pubs and at head office, as well as annual employee-wide refresher training. We also have more targeted training for any employees whose roles are directly involved in procurement or with our supply chain.

Further steps

We will periodically review the effectiveness of the steps we have taken to ensure that there is no slavery or human-trafficking in our supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human-trafficking statement for the financial year ending 30 July 2023.

Approved by Wetherspoon's board of directors on 30 January 2024.



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J D Wetherspoon plc

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