Introduction

J D Wetherspoon plc is committed to taking all necessary steps to ensure that our company policies and working practices help to combat the global issues of slavery and human-trafficking.

These policies and procedures address those issues specifically and reinforce our zero-tolerance company stance against modern slavery and human trafficking.

In the past year, we have continued to work with our suppliers to ensure full compliance with our company policies and requisite standards, as stated in the company’s Supplier Charter. We continue to focus on transparency within our supply chains and require all food and drink and non-consumable suppliers to become member 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 we take to prevent modern slavery in our business and supply chains.

J D Wetherspoon plc published its first statement in September 2017. Each year since then we have continued to develop policies and procedures, which help eliminate any risk of modern slavery or human trafficking in our supply chains.

Our company

J D Wetherspoon plc is an operator of managed public houses and hotels in the United Kingdom and Ireland, with headquarters in Watford, Hertfordshire, England. As at July 2019, we employed approximately 40,000 people. We had 879 pubs trading pubs, including 57 hotels. The company has an annual turnover of approximately £1.8 billion.

Our supply chain

Wetherspoon’s supply chain includes approximately 200 food, drinks and non-consumable suppliers and 400 property suppliers. We source products from microbreweries and local suppliers in the UK and Ireland as well as a number of 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 which includes, as a prerequisite for food suppliers, a satisfactory audit. Our food and drinks suppliers are required to adhere to our Supplier Charter before they are permitted to work with us.

Many of our suppliers hold international quality standards and accreditations and are regularly audited by their issuing authorities to ensure adherence to these requirements. We also audit a selection of our suppliers to check compliance with our company’s quality standards. Our suppliers all conform to those accredited assurance schemes relevant to their geographical location and product supplied, which must also meet the minimum standards specified in our Supplier Charter.

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

In the past financial year, we have launched a new version of our Supplier Charter which is available on our company website and includes our company policies, which are applicable to our suppliers:

- Antibribery and corruption;
- Sourcing policies, practices and guidelines;
- Distribution;
- Food-product-labelling;
- Product recall;
- Traceability;
- Supply Chain audit;
- Foreign object detection
At our supplier conference in May 2019, we requested that all of our suppliers join Sedex to provide full transparency within our supply chain. As at October 2019, approximately 90 suppliers were confirmed to be members of Sedex. We are aiming to ensure 100% by the end of this financial year.

**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 our business.

As part of sourcing products from many countries, it would be impossible for us to monitor all elements of our suppliers’ supply chains or every individual involved in producing our products. Therefore, we set agreed standards with our suppliers and expect suppliers to conform within their own operations.

These minimum standards apply to all suppliers across all countries and the various jurisdictions from which our products are sourced. We expect our suppliers to be fully responsible for implementing these principles and 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. This comprises:

- maintaining a risk register to identify and rank commercial suppliers in terms of risk.
- conducting audits on a 12 to 18-month rotation, including detailed walk-around of suppliers’ premises and welfare facilities (where applicable).
- reviewing suppliers’ policy statements 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 cross-functional compliance team, with senior personnel from the following departments: Legal, Commercial, Audit and Personnel.

**Training**

We continue, in our pubs and at head office, to provide training to all new employees and annual refresher training specific to our purchasing and audit teams and those whose roles are directly involved with our supply chain. This training will continue to be reviewed annually.

**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 29 July 2019.

John Hutson  
Chief Executive  
JD Wetherspoon Plc