

# **J D Wetherspoon plc**

Anti-slavery and human trafficking statement 2018 / 2019

## Introduction from John Hutson – Chief Executive Officer

J D Wetherspoon plc is committed to taking all necessary steps to ensure that our 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-day slavery and human-trafficking.

In the past year, we have focused on more transparency within our food supply chain and are working more closely with our suppliers to understand and monitor their supply chains. We are continuing to deliver training to employees, so that they can identify and report suspected cases of slavery and human-trafficking within our supply chain.



**John Hutson**  
Chief Executive Officer

## 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 August 2018, we had approximately 40,000 employees and 883 pubs, including 57 hotels. The company has an annual turnover of approximately £1.7 billion.

## Our supply chain

Wetherspoon's supply chain includes approximately 200 food, drinks and non-consumable suppliers and 400 property suppliers. We also source products from several microbreweries and local suppliers. While a substantial proportion of our suppliers is based in the UK and Ireland, we also have a range of suppliers from around the world, varying considerably in terms of both size and our annual spend with them.

New suppliers are subject to a stringent approvals process. Our food and drinks suppliers are required to adhere to our Supplier Charter and its 'responsible supplier principles', 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. These assurance schemes must also comply with all EU legislation.

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 increased the scrutiny of our food suppliers. This has led to a number of changes in the ways in which we work with them, as well as the processes we have implemented to achieve increased transparency within our supply chain.

Since the company joined Sedex, a collaborative platform for sharing responsible sourcing data on supply chains, we have started requesting that all of our food and drinks suppliers join the scheme.

In June 2018, we completed our first unannounced audit on a supplier to monitor compliance in a number of areas. We will continue to carry out unannounced audits in this financial year, so enabling us to achieve further insight into our supply chains.

As part of our commitment to continuous improvement, we have moved some of our pub contract cleaning in house. This will give us more visibility and control over an area previously considered a modern slavery risk.

## 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 and its 'responsible supplier principles' reflect 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.

## Suppliers' adherence to our 'responsible supplier principles'

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-arounds 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 2018.



**John Hutson**  
**Chief Executive Officer**  
**JD Wetherspoon Plc**

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