



**BERRY BROS & RUDD**  
3. ST. JAMES'S STREET, LONDON

WINE & SPIRIT MERCHANTS

**MODERN SLAVERY ACT 2015:**  
**SLAVERY AND HUMAN TRAFFICKING STATEMENT**

Berry Bros. & Rudd is committed to acting ethically and with integrity and transparency in all business dealings.

This statement is made pursuant to section 54(6) of the Modern Slavery Act 2015 and sets out the steps that Berry Bros. & Rudd has taken and continues to take to ensure modern slavery and human trafficking is not taking place within its business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

**OUR ORGANISATION**

Berry Bros. & Rudd is Britain's oldest wine and spirit merchant, having traded from the same premises since 1698. Today the Company also has a wine school and exclusive fine wine and dining venues. We are the parent company of the Berry Bros. & Rudd Group (Group). The Group has more than 350 employees worldwide and operates in the UK, Japan, Singapore and Hong Kong.

We are honoured to hold two Royal Warrants for H.M. The Queen and H.R.H. The Prince of Wales.

Members of the Berry and Rudd families continue to own and manage the business.

Berry Bros. & Rudd's principle business activities consist of the following:

- Wine and sourcing: we buy wines from third-party suppliers in the UK and around the world;
- Marketing and sales: we market and sell our products via our own dedicated marketing and sales teams and through appointed distributors and agents.

**PLANNING HOW WE ASSESS & MANAGE RISK**

As part of our initiative to identify and mitigate risk we have implemented systems to:

- Ensure our staff can identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor the potential risk areas in our supply chains;
- Protect whistle blowers.



## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

Berry Bros. & Rudd has made a commitment to ensure that there is no modern slavery or human trafficking across our supply chain process or throughout any part of our business. Our internal policies illustrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. These policies and systems include:

1. **Anti-slavery policy:** our Supplier Handbook includes a section on the Modern Slavery Act 2015 to enforce our commitment as well as iterate our requirement for suppliers to identify and mitigate the risk of slavery and human trafficking. All new contractual clauses now specifically refer to anti-slavery and human trafficking laws.
2. **Recruitment policy:** this ensures Berry Bros. & Rudd conducts robust checks on any new employee including eligibility to work in the UK to safeguard against human trafficking or individuals being forced to work against their will.
3. **Supplier Risk Register:** this will ensure that we prioritise our efforts when operating in industries or regions where the risk is greatest.

## **STAFF TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking within our business and supply chains, Berry Bros. & Rudd provides appropriate training and regular refresher courses to its staff.

## **APPROVAL OF STATEMENT**

This statement has been approved by the Board of Directors of Berry Bros. & Rudd Limited and BB&R Limited and constitutes our slavery and human trafficking statement for the financial year 2019-2020. This statement will be reviewed on an annual basis and will be updated if necessary.

Name: **Elizabeth Rudd**  
Position: **CHAIRMAN**

Signature: 

Date: **May 2019**