

Barth-Haas UK Limited

Modern Slavery Statement for Financial Year ending 31st July 2024

Introduction

Barth-Haas UK Limited ("BHUK") is committed to acting ethically and with integrity in all our business dealings and relationships. Modern Slavery is a crime and a violation of fundamental human rights. We are fully committed to playing our part in eradicating modern slavery by ensuring that slavery, trafficking, child labour, bonded labour, and forced labour does not take place within our business or any part of our supply chain.

The Managing Director holds the responsibility for this policy.

Organisation Structure and Supply Chains

BHUK, a member of the BarthHaas Group of companies, develops, manufactures, and distributes innovative hop-derived products to brewing and related industries around the world. It is also home to BarthHaas X, one of the leading brands within the European craft-brewing sector which has a particular focus on product quality and customer service.

Our UK operations comprise a manufacturing facility located in Paddock Wood, Kent and a warehousing/distribution facility in Huntingdon, Cambridgeshire. Approximately 100 staff are permanently employed by the UK business, supplemented by occasional short-term agency staff when necessary to cover peak workloads or absence.

The hop-based materials we use in our manufacturing processes originate predominately from Group companies in the UK, EU, USA and Australia. Occasionally we source equipment or materials from further afield, so we have therefore worked to identify those products and countries that represent a higher risk of modern slavery and are taking steps to address these risks in our supply chain.

Risk Assessment & Due Diligence

An assessment of the risk of modern slavery occurring within BHUK or its supply chain was conducted in October 2024 and will be repeated annually hereafter.

Our 2024 assessment concluded that the risk of modern slavery occurring within BHUK was negligible. The UK business complies with all local regulations governing employment activities and demonstrates a fair and just culture towards selection for employment, remuneration of employees and working conditions. The organisation does not employ any person under 18 years of age, only employs persons who have a legal entitlement to employment in the UK and pays all employees at least the UK minimum wage.

As might be expected from a business like BHUK, our supply chain is diverse. We rely on a wide range of suppliers to manufacture and distribute our products including:

- Agency labour to cover sick leave and other absence
- Utilities to power our production facilities
- Hops and other raw materials to make our products
- Packaging to contain and protect our products

- Vehicles and fuel to transport our products to customers or other storage locations
- 3rd party logistics providers to store and distribute our products
- Laundry services for our uniforms and cleaners for our sites
- Software and IT equipment to record and manage our activities
- Professional advisers to help us meet our legal duties and keep on top of our engineering requirements

We recognise that the nature of modern slavery risks will be different for each of these types of suppliers. We consider our direct suppliers of utilities, professional services, software and technology, engineering parts and similar suppliers to all be low risk. Many of our other suppliers are also low risk because they are UK based, and they are not within sectors which are known for being exposed to modern slavery.

However, our risk assessment did identify the potential for modern slavery to be present in relation to the procurement of some materials, and we recognise that we have a responsibility to address this potential as far as is practicable. Improvement actions that can be taken over the year ahead have been identified and noted below.

Policies, Controls & Training

BHUK complies every day, in all business activities, with external laws and regulations as well as with our established policies and procedures. We facilitate a culture where we can freely discuss and report any ethical, compliance or legal issues.

We participate in the Supplier Ethical Data Exchange (“SEDEX”) programme with the aim to drive improvements in ethical and responsible business practices in our own operations as well as our supply chains.

Our New Supplier Approval questionnaire includes sections on slavery and human trafficking.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will incorporate these topics into our routine employee training programme. This will be in addition to reiterating the importance of our other policies relating to anti-bribery, bullying and harassment, whistleblowing, equality and diversity as well as our grievance procedure.

Improvement Actions & Performance Monitoring

Our assessment of October 2024 identified risk areas in relation to the procurement of some raw materials such as myristic acid and some consumables such as corporate workwear from existing vendors. The following actions are being taken over the year ahead to reduce or eliminate these risks:

- (i) Contact suppliers of raw materials identified to at risk requesting information about their supply chain and measures they have taken to reduce or eliminate the risk of modern slavery within it.
- (ii) Contact all suppliers of workwear requesting information about their supply chains and measures they have taken to reduce or eliminate the risk of modern slavery within them.
- (iii) Contact the provider of the electronic waste service requesting information about downstream recovery activities and measures they have taken to reduce or eliminate the risk of modern slavery within them.

- (iv) Consider revising BHUK Terms and Conditions to include appropriate clauses related to the reduction of modern slavery risks.
- (v) Identify appropriate Key Performance Indicators to track our performance in reducing the risk of modern slavery from within our supply chain.

Progress will be reviewed as part of the next risk assessment scheduled for October 2025.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes BHUK's Modern Slavery Act compliance statement for the year ending 31st July 2024. It was approved by the Board on 5th December 2024 and signed on their behalf.

Signed by:

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Stephen Bull
Managing Director, Barth-Haas UK Limited