

Modern Slavery Statement 2025

Our commitment

Kingsland Drinks Ltd is committed to upholding all applicable laws and regulations, including those that protect human rights and employee rights at work. We ensure that employment is freely chosen, prohibit forced or bonded labour, and reject any form of human trafficking or exploitation. Our policies strictly forbid child labour, with no employment under the age of 16 and safeguards in place for young workers aged 16–18. We comply with legal standards on working hours, wages, and benefits, guaranteeing fair pay and equal treatment without discrimination. Health and safety remain a priority, with documented risk assessments and safe working environments for all employees.

We promote equality, dignity, and respect across our workforce, ensuring freedom from harassment, bullying, or abuse. Kingsland Drinks Ltd recognises the right to freedom of association and collective bargaining, and we only employ individuals legally authorised to work. Our supply chain partners are required to adhere to the same high standards outlined in our Modern Slavery Code of Conduct. To reinforce these commitments, all managers and supervisors receive training aligned with GLA guidelines, ensuring awareness and accountability throughout our organisation.

Reviewing the previous year, it is encouraging that no issues or concerns have been raised in relation to Modern Slavery.

Kingsland Drinks Ltd is committed to ensuring its zero-tolerance approach to slavery and human trafficking is supported and safeguarded with appropriate internal activity on an ongoing basis.

In 2025/26, the business will conduct the following activity to support our position against Modern Slavery in our supply chains:

- Continue to do 6 monthly audits of agency suppliers to better assess compliance with modern slavery and human trafficking standards, and continue to undertake direct interviews with agency workers to identify any potential risks.
- Continue to assess supplier risk profiles annually to ensure any high-risk suppliers receive increased scrutiny and support.

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is committed to preventing slavery and human trafficking in its corporate activities.

Organisational structure and supply chains

Kingsland Drinks Ltd is an employee-owned drinks specialist providing innovative solutions to the UK trade and beyond (bottling wines and spirits). We operate from a single site in Irlam, Manchester. At present we employ 380 employees, and also use around 5% of temporary agency where needed.

Kingsland Drinks Ltd is committed to ensuring that all its employees are treated fairly, ethically and in accordance with current employment legislation (including the National Living Wage). The organisation is accredited with the British Retail Consortium, is a member of Sedex and works with Stronger Together. These affiliations help demonstrate its commitment to the abolishment of modern slavery. Furthermore, Kingsland Drinks Ltd adopts a zero-tolerance approach towards any slavery and human trafficking throughout its supply chains.

The organisation ensures that all its direct suppliers holds British Retail Consortium accreditation.

Our policies:

The following company policies are strictly adhered to by the organisation:

- Food Safety and Quality Policy
- Health, Safety Environmental Policy
- Human Rights Policy
- Modern Slavery Policy
- Employee Concern/Whistleblowing Policy
- Employee Well Being Policy
- Equality, Diversity, Inclusion (EDI) and Anti-Harassment Policy
- Recruitment Policy
- Working Time Regulations Policy
- Data Protection and GDPR Policy
- Child Labour Remediation Policy
- Occupational Health and Employee Assistance Policy

These policies demonstrate our pledge to maintaining a fair and ethical workplace whilst also ensuring we are vigilant in ensuring that slavery and human trafficking does not exist within the organisation nor in any of our business relationships.

Due diligence processes for slavery and human trafficking

Kingsland Drinks Ltd has nominated a senior manager to co-ordinate several processes within the business that are in the interest of identifying and addressing risks associated with slavery and human trafficking.

These processes include:

- Robust recruitment, induction and onboarding process.
- 6 monthly ethical audits of our approved labour supplier
- Stronger Together escalation process
- Whistleblowing process
- Worker interviews
- Voice group discussions

Training

The nominated senior manager has attended a Stronger Together workshop in the interest of increasing organisational understanding of modern slavery issues, in addition the HR team are trained and all manager receive annual training in Modern Slavery and Diversity and Inclusion. Kingsland Drinks Ltd is committed to ensuring our values are aligned with the values of Stronger Together. The organisation has also raised awareness of modern slavery issues through the display of relevant posters and infographics.

This statement pertains to the 2025 financial year (01/07/2024 – 30/06/2025) and is approved by the organisation's board of directors.



Sarah Baldwin

Managing Director