



Modern Slavery and Human Trafficking Transparency Statement December 2019

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015.

About Us & Our Commitment

We are Ian Macleod Distillers, a successful and respected Scottish, family-owned spirits company, rooted in traditional values of independence, quality and customer service. We are brand led with a strong focus as an international and entrepreneurial family company. As a business over 95% of our workforce is based in the UK, and we employ both permanent and seasonal workers, and we are dedicated to playing our part in the eradication of slavery and human trafficking and ensure compliance with the UK Modern Slavery Act.

We are supported by our key business areas of private labelling and bulk trading; our business is multi-faceted and we have a variety of departments including: Operations; Finance & Central Services; HR; and Sales & Brand.

This Statement applies to all our sites: -

Ian Macleod Distillers - Head Office - Russell House Broxburn - Company No SC032696

Glengoyne Distillery & Visitor Centre - Glasgow

Edinburgh Gin Distilleries & Visitor Centre – Edinburgh

Tamdhu Distillery – Aberlour

And soon to be Rosebank Distillery & Visitor Centre – Falkirk

Our aim is to offer our customers a choice of top-quality spirit brands. By continually investing heavily in our exquisite portfolio to build a range of strong, niche brands, we are creating long term value. International market demand for premium spirits is at an all-time high and in a marketplace increasingly dominated by a few multi-national companies with global brands, as an entrepreneurial and family business, we are thriving through customer demand for our products with heritage, history and quality. Aligned to our own overarching cultural ethos, we are fully supportive of the aims of the Modern Slavery Act 2015 and as such remain wholly committed to tackling slavery and human trafficking wherever possible. We continue to expect the same high standards from all of our partners, distributors and suppliers and expect that these standards are in turn applied throughout their own supply chains. We do at times work with third parties, suppliers, distributors and other customer bases across national and international markets. We therefore recognise potential risk and proactively endeavour to engage in business only with partners who reflect our own values, culture and approach in all of these regards. We promote corporate social responsibility in all aspects.

Key progress updates

Our quality and compliance function within the business have been evolving our key sales and supplier business processes. We previously made a commitment to develop our supplier code of conduct and we are now aiming to have the first version of this code released in Q1 2020. Our further mile stones across 2019 / 2020 will include a structured roll out of this code to all of our key suppliers, along with an on-going supplier review process for all current and new suppliers, and where applicable refresh, of key processes in support of our supplier code of conduct.

Our on-going commitments

We offer an information and awareness raising pack to all employees on Modern Slavery & Human Trafficking compiled by the Stronger Together organisation. This pack & statement is made known and available to all new employees and remains easily accessible to all existing staff members via our employee self-service system.

Our continuing aim is to ensure a zero-tolerance approach to modern slavery and human trafficking, and to act ethically and Just, in all of our business relationships.

We continue to

- Encourage all of our customers to have their own suitable anti-slavery and trafficking policies and processes;
- Cascade information to our employees to help them understand the importance of, and our zero tolerance towards, any type of modern slavery and/or human trafficking;
- Encourage employees to report potential concerns;
- Report on our commitments in tackling slavery and human trafficking as part of board discussions and in line with annual business reporting;
- Assess risk and where applicable table recommendations, actions and follow up as required;
- Empower our business areas to readily complete appropriate due diligence requirements in regards to engagement with new customers and maintaining business relationships with existing customers in line with these principles.

We remain wholly committed as a business, and have a zero-tolerance approach in dealing with, any business or individuals knowingly involved in slavery or human trafficking.

Ian MacLeod Distillers
28th November 2019