

Slavery and Human Trafficking Statement

9 September 2026

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015. This document builds on last year's statement and explains the steps Edrington has taken to prevent, detect and respond to the risk of slavery within our business and throughout our supply chain.

Organisational Structure

The Edrington Group Limited "Edrington" is committed to ethical trading, responsible sourcing, and the prevention of all forms of modern slavery, including forced labour, child labour, and human trafficking, within its operations and supply chains.

Edrington is a global spirits company that operates within an international supply chain and sources raw materials to produce its products. We are dedicated to conducting our activities in accordance with all relevant laws and regulations wherever we operate, and our ethos is to go further and promote the highest standards of integrity, fairness and accountability in all our business dealings.

This statement is made on behalf of The Edrington Group Limited and its subsidiaries.

Actions taken to address risks of modern slavery

i) Policies

Edrington's global policies, which we review annually, reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to address the risks of slavery and human trafficking within our supply chains.

In the past 12 months, we have reviewed all our key compliance policies, including our Code of Business Conduct. This Code continues to describe the high standard of ethics and behaviour Edrington expects from its employees and those we work with on a day-to-day basis, including recognising our responsibility to ensure human rights are protected and promoted across all our operations and throughout our supply chain. In the Code we emphasise that we act in accordance with the United Nations Guiding Principles on Business and Human Rights and is based on internationally recognised codes of practice, legislation and the Ethical Trading Initiative Base Code and the principles of the UN Global Compact.

We have reviewed our Anti-Discrimination and Anti-Harassment Policy which outlines Edrington's ongoing commitment to providing a working environment that is safe, prohibits all forms of discrimination, harassment and bullying in the workplace or in any other workplace-related setting.

Our Anti-Bribery and Corruption and Know Your Third Party policies remain a critical part of how we assess any legal or compliance risks associated with the third parties we interact with. These policies require our employees to screen the suppliers Edrington is engaging with, using the Navex RiskRate system. We screen our suppliers both prior to working with them, and on an ongoing basis to determine any legal and reputational risks which we should be aware of, including breaches of legislation anywhere in the world. This screening process also includes a mandatory compliance questionnaire which third parties are required to complete to confirm details in respect of their own compliance processes and policies.

ii) Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our employees.

Our employees are required as part of their induction with Edrington, and on an annual basis, to complete an e-learning training module on our Code of Business Conduct and the values and required behaviours therein. In the past 12 months we have refreshed this training module to ensure key compliance messages are clearly understood by employees in an engaging and accessible way. As part of this training, we continue to include business relevant scenarios to test trainee understanding, including those which emphasise the importance of respecting human rights throughout our supply chain, and of conducting proper due diligence checks on the suppliers which we engage with as part of our business.

iii) Reporting

Edrington's [Speaking-Up Policy](#) and procedures enable individuals to report concerns 24 hours a day, 7 days a week and 365 days of the year regardless of where they are in the world. Reports can be made to a confidential whistleblowing line which is managed by KPMG's Faircall service and is available to employees and third parties in their language of choice. Our Code of Business Conduct and all other global compliance policies are clear that employees must report any concerns that Edrington's high standards of ethical and compliant behaviour are not being met, including by third parties engaged with the business. Employees are reminded of their ability to raise concerns through the Speaking-Up process through communications at team briefings, and as part of the implementation and training of our key policies. The effectiveness of the Speaking-Up Policy, and the investigation process which is instigated following the receipt of a Speaking-Up report, are reviewed annually by Edrington's Audit Committee.

Slavery and Human Trafficking Statement

9 September 2026

iv) Due diligence processes for slavery and human trafficking

Over the last 12 months Edrington's procurement team have reviewed and enhanced the approach to identifying and managing the risk of slavery and human trafficking within our supply chain. A refined risk-based approach has been developed to assess supplier risk levels more effectively, enabling us to prioritise resources and interventions where the potential risk of modern slavery is greatest. This approach supports compliance with our defined organizational commitments, and complements the contractual commitments agreed with our suppliers.

Our supply contracts include obligations on our suppliers to conduct their business in accordance with all applicable anti-slavery and human trafficking laws, statutes, regulations, and codes from time to time in force (Anti-Slavery Laws). Our suppliers are contractually required to inform us of any actual or suspected breach of Anti-Slavery Laws, and to implement appropriate due diligence procedures throughout their own supply chains to help prevent slavery and human trafficking taking place.

To support effective governance and monitoring, we have introduced a revised supplier audit programme, based on our enhanced risk assessment methodology. This process considers both the risk profile of the raw materials we source and the countries from which those materials originate, allowing us to focus our efforts on suppliers operating in areas of potential higher risk. These suppliers are subject to annual review. Our remaining principal suppliers are audited at least once every two years, including assessments of their compliance with our relevant policies, standards and procedures.

To support effective governance and monitoring, all supplier audit activating, findings, risk assessments and corrective action plans are recorded and maintained within Edrington's Q-Pulse management system. This provides a centralised record of due diligence activities, enables the tracking of audit outcomes and remediation actions, and supports the ongoing oversight of modern slavery and human trafficking risks within our supply chain. The system also facilitates management reporting and helps ensure that actions arising from audits are monitored through to completion.

We engage directly with suppliers to reinforce their responsibility to support Edrington's commitment to preventing modern slavery within its supply chain, and to uphold the principles set out in our Code of Business Conduct, Global Sourcing Guidelines and Procurement Policy.

Next Steps

Over the next 12 months, we will continue to undertake audits of our upstream supply chain in line with our standard audit programme, applying our enhanced risk-based approach. Our objective is to provide assurance that the risks of modern slavery and human trafficking within our supply chain are appropriately identified, assessed and mitigated.

We will continue to maintain comprehensive records of supplier due diligence activities, audit findings and corrective actions within our Q-Pulse management system. This will support enhanced monitoring, reporting and accountability, enabling the business to track the effectiveness of actions taken to address identified risks and demonstrate continued compliance with our commitments to combat modern slavery and human trafficking.

Where ethical risks are identified, including instances of modern slavery or human trafficking, we will work closely with suppliers to investigate the issues and implement appropriate corrective actions. Our preference is to support continuous improvement and remediation wherever possible. However, we reserve the right to terminate relationships with suppliers or other third parties that fail to meet our standards, values or legal requirements.

Approval

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 31 March 2026. It was approved by the board of The Edrington Group Limited on 9 September 2026.



Scott McCroskie

Chief Executive

The Edrington Group Limited