



Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 for the financial year ending 30 December 2016. It sets out the steps that Suntory Beverage & Food Europe (SBFE) has taken and is continuing to take to seek to ensure that modern slavery or human trafficking (as defined in the Modern Slavery Act 2015) is not taking place within our business or supply chains. This statement is made by SBFE on behalf of all the companies within the SBFE corporate group.

We operate in various markets around the world and many different people are impacted by what we do. At SBFE, we are committed to working with integrity, which is why we have created our SBFE Ethics & Compliance program. Our brands and our products are trusted everywhere we operate and our business is built on this foundation of trust. Modern slavery and human trafficking is a crime and a violation of human rights. As a company committed to acting ethically, honestly and transparently, we have a zero-tolerance approach to modern slavery and human trafficking.

We are aware of the risk of modern slavery and human trafficking within the beverage industry and we are committed to implementing and enforcing effective systems and controls to ensure that it is not taking place anywhere in our own business or in any of our supply chains. We are also committed to ensuring that there is transparency in our own business and in our approach to tackling modern slavery and human trafficking throughout our supply chains.

Our supply chains include suppliers from across the world. In order to fulfill our commitment to ensuring that there is no modern slavery or human trafficking in our business and our supply chains, we take the following steps:

- Our Code of Business Conduct for Employees and Business Partners expressly commits SBFE to safeguarding human rights within its business and within its supply chain. SBFE employees and business partners are prohibited from engaging in, or in any way condoning, involuntary or compulsory labour and our employees are required to identify any suspicion of human slavery or trafficking within the business or the supply chain to the SBFE legal team immediately.
- Our Business Partners are vetted for their commitment to the prevention, detection and combatting of modern slavery through questionnaires and due diligence checks
- We have trained relevant staff on the prevention, detection and combatting of modern slavery
- We conduct checks on any new employee including proof of eligibility to work;
- We have developed appropriate Modern Slavery Act contractual terms and conditions;

As part of our commitment to tackling modern slavery and human trafficking, we will continue to look for ways to improve upon our existing policies and procedures. We expect that our suppliers and our partners share our commitment to tackling modern slavery and human trafficking and that they will seek to ensure that their suppliers do the same.

A handwritten signature in black ink that reads "Peter Harding". The signature is written in a cursive style with a long horizontal stroke at the end.

Peter Harding

Chief Operating Officer, Lucozade Ribena Suntory Limited