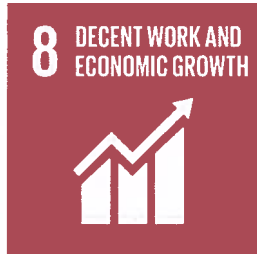


Anti-Slavery & Human Trafficking Statement

Introduction and background



Boortmalt, the trading name of Pauls Malt, is committed to supporting and furthering the United Nations' Sustainable Development Goals. Goal 8 relates providing decent work and economic growth, within this category Goal 8.7 is a commitment *"to take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms"*

This Anti-Slavery and Human Trafficking Statement describes the Company's commitment to ensure that slavery and human trafficking does not exist in our business or supply chain. It relates to the financial year ending June 2022.

Organisation

Pauls Malt is a limited company registered in England (0088929). It is part of the Boortmalt Group, which is the Malting division of the French agricultural co-operative Axereal. Pauls Malt processes barley from UK suppliers to produce malt for brewers, distillers and for the food industry in the UK and worldwide. The by-products of our process are used for animal feed.

Business Principles

Boortmalt has five principles of ethical business conduct when dealing with our customers, suppliers employees and all others with whom we work or encounter. They are

- Trust and Integrity
- Accountability
- Compliance
- Openness and Honesty
- Dignity and Respect

These principles are central to our operation and as such we are committed to ensuring that there is no modern slavery and human trafficking in any part of the business or supply chain.

Due Diligence

We are registered with SEDEX and use their Self-Assessment Questionnaire to inform our performance on labour rights, health, safety and the environment. We are periodically independently audited against the SEDEX SMETA standard.

It is part of our terms of business with our barley suppliers that they adhere the principles of our Ethics Policy and manage their supply chains through both responsible and ethical practices.

We strive for continuous improvement and endeavour to develop our systems and controls to better understand, identify and assess the risk in our business and supply chain in this respect.

Managing Risk

We have in place a range of policies which complement and support our commitment to ensuring that slavery and human trafficking is not taking place in our business or supply chain.

Our **Supplier Code of Conduct** details the Company's requirements and has specific provisions requiring suppliers to

- Uphold and secure the Human Rights of employees and workers.
- Ensure equality of opportunity and to promote diversity throughout their workforce and supply chains.
- Strive to implement the standards of occupational health and safety at a high level.

Our Terms of Business in the Procurement of Barley, Business Ethics Manual and Whistle Blowing Policy further reinforce our commitment to high ethical standards in our supply chain.

Training

Further training for employees who have direct responsibility for managing our supply chain is a key step to mitigating the risk of labour misuse in our wider supply chain.

Performance Measures

Boortmalt have not put in place performance indicators relating to anti-slavery and human trafficking however, we will continue to monitor the effectiveness of our compliance regime and if appropriate take the necessary steps to strength it.

Reference Period and Review Period

This Statement relates to the Company's financial year ending 30 June 2022.

As part of our management review we will our progress statement following the close of the financial year in June 2023 and issue an updated statement by 31 December 2023.



Yvan Schaeferman
Chief Executive Officer