



United Wholesale Grocers Limited ("UWG")

Modern Slavery Statement

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is UWG's human trafficking and Modern Slavery statement.

UWG is a cash and carry business supplying independent retailers with a range of goods including grocery and dry goods, wines and spirits, beers, soft drinks, cigarettes, cleaning products and toiletries. We are a well-known family business that has been established in Glasgow for more than 40 years.

This statement applies to UWG and its subsidiaries.

UWG's aims

UWG aims at all times to conduct its business in compliance with all legislation and regulations which are relevant to our business within the countries that we operate.

We acknowledge our obligations under the Modern Slavery Act 2015 and are committed to implementing and maintaining effective systems and controls to ensure that our business and supply chains are free from modern slavery.

What is meant by Modern Slavery?

The term "modern slavery" is used to describe situations where a person is deprived of their liberty in order to exploit them for personal or commercial gain. It is a criminal offence and a violation of human rights and can take a number of forms, including slavery, forced or compulsory labour, servitude, human trafficking, traffic in prostitution and trafficking for exploitation. UWG is committed to ensuring that our business and supply chains are free from modern slavery or human trafficking. We take a zero-tolerance approach to modern slavery and will not knowingly support or deal with any business involved in such practices.

To whom does this policy apply?

This policy applies to all persons working for or on behalf of UWG in any capacity, including all employees, partners, interns, agents, contractors, external consultants, third-party representatives and business partners, regardless of where they are operating. Any reported breach of this policy will be investigated and may lead to disciplinary action and dismissal (employees) and immediate termination of contract (suppliers and contractors).

Duty to report

It is the responsibility of all those working for us or under our control to detect, report and prevent modern slavery from occurring within our business or supply chains. If you have any concerns or suspicions that modern slavery may be present in any parts of our business or supply chains you are encouraged to report it at the earliest possible stage to Mr Kamran Javed – Company Secretary & Financial Controller.

How we comply

We regularly review our business and our supply chain to identify any Modern Slavery risk areas.

We regularly review our supply chain procurement processes to identify modifications that can be made to identify and prevent Modern Slavery issues arising in our supply chain.

We publish details on our website on anti-fraud checks that suppliers and wholesalers can undertake to avoid dealing with criminal enterprises and fraudulent companies where there may be an increased risk of Modern Slavery issues arising. We remain vigilant to these matters and endeavour to identify risks to protect our business and our supply chain.

We have adopted an internal policy setting out our Modern Slavery commitments, requiring employees to raise concerns in relation to any identified suspected non-compliance, and confirming that employees will not suffer any detriment for raising concerns in accordance with the Policy.

We are committed to providing training on our Modern Slavery policy to all key staff in our organisation.

Date

25/03/2021



Managing Director