

UK MODERN SLAVERY STATEMENT 2018



This statement has been published in accordance with the Modern Slavery Act 2015 (UK) and covers all entities within the Lion group from 1 January 2018 to 31 December 2018.

This statement has been approved by the Lion Pty Ltd Board of Directors on 10 October 2019.

Statement of Commitment

Lion is committed to preventing and eradicating all forms of modern slavery within our organisation and our supply chains. We are committed to continuing to act with integrity to build a transparent and ethical supply chain.

This extends to respecting and upholding business ethics, implementing sustainable practices, and protecting the human rights of our own employees, as well as other people working within by our extended value chains.

We will continue to work with our suppliers to promote decent working conditions and to ensure there are no instances of forced and child labour and modern slavery in our supply chains. Lion believes in the importance of transparency and accountability to all our stakeholders. We are committed to doing the right thing for the long term within a framework of strong ethical governance.

Our Business

Lion is a leading beverage and food company with more than 6700 employees, predominantly based in Australia and New Zealand, and 34 manufacturing sites including large breweries, craft breweries, wineries, dairy farms, milk, cheese, yoghurt and juice sites as well as hospitality venues.

Lion UK is part of the Lion Global Markets business, which was launched in 2015 to take Lion's Australian and New Zealand craft beers and ciders into new international markets. Lion UK also owns two local craft beer brands – Magic Rock Brewing and Fourpure Brewing Co. Lion UK employs approximately 170 people across a number of different breweries and venues.

Our Policies

Our Procurement Policy and Supplier Responsible Sourcing Code embrace the International Bill of Human Rights¹, the International Labour Organisation's (ILO) Declaration on Fundamental

¹ The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenants on Economic, Social and Cultural Rights. It is widely regarded as the fundamental human rights framework in the international community.

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Principles and Rights at Work², the UN Guiding Principles on Business and Human Rights³ and enact within our value chains the UN Global Compact (UNGC) core values of human rights, labour standards, the environment as well as anti-corruption and its 10 principles.

Under our Responsible Sourcing Code, Lion requires all suppliers to commit to a strict set of criteria to minimise the risk of modern slavery in our supply chains, including:

- that employment is freely chosen;
- that all employees have a legal right to work in their respective countries of employment;
- that freedom of association and the right to collective bargaining are respected;
- that child labour is not used;
- that working conditions are safe, healthy and hygienic;
- that fair wages are paid and working hours are not excessive; and
- that workers are treated fairly and with respect.

Other policies and documents include:

- Human Rights Statement;
- Our most recent Sustainability Report, which provides more context around the operations, strategy and purpose of the organisation as they relate to our effect on society and the environment; and
- Our Procurement Policy, which mandates ethical sourcing, specifically in regards to Human Rights, for Lion, its suppliers and their suppliers.

Our Whistle-blower Hotline is available to all Lion people and all employees within our extended supply chain to report safely and confidentially any breaches of policy they may have observed or experienced.

All our policies and documents are reviewed periodically to ensure they continue to represent Lion's values and our position on modern slavery.

Our Supply Chain

Within our business, we procure direct materials from many regions, with the vast majority sourced from within Australia and New Zealand.

We are a member of SEDEX, which is a management tool that helps Lion reduce risk and improve our supply chain performance. Risk assessments are undertaken on our current suppliers, and the same process is used to onboard new suppliers, with a priority given to higher-risk geographies and sectors. This includes all our direct material providers, as well as suppliers who operate in geographies or sectors where there is an increased risk of modern slavery occurring.

² The Declaration on Fundamental Principles and Rights at Work refers to freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

³ The United Nations Guiding Principles on Business and Human Rights, endorsed by the United Nations Human Rights Council in 2011, are the authoritative global standard for States and business to prevent and address the risk of adverse impact on human rights linked to business activity.


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Our SEDEX process is gaining momentum and we expect to have a measure of effectiveness within the next 12 months.

Lion will continue to review our policies and procedures and assess the effectiveness of all measures we are taking. We will include any updates in future statements.

Signed: .....
(Director of Lion Pty Ltd)

Date: .....