

## **VENUS MODERN SLAVERY STATEMENT**

The statement is made pursuant to the Modern Slavery Act 2015 (the “Act”) and relates to the financial year ending 30<sup>th</sup> September 2024. As required under the Act, it sets out the steps taken by Venus to prevent modern slavery and human trafficking in our own operations and supply chains.

### **INTRODUCTION**

At Venus we are committed to ensuring that modern slavery is not present in our own operations and supply chains. We are dedicated to acting ethically and with integrity in all of our business relationships and to embedding effective systems and controls to eliminate the risk of modern slavery.

### **OUR BUSINESS AND STRUCTURE**

Venus Wine & Spirit Merchants Limited is a drinks distribution company. With its own fleet, Venus operates two distribution depots (one based in London, the other in Leeds) and a prestigious spirit retail outlet, Gerry’s in London’s Soho district. We have over 140 employees, serving independent, on trade accounts. Our customers include clubs, hotels, cocktail bars, premium bar groups, independent pub groups, event venues and festivals.

Venus acknowledges that it sits within an industry known to be at risk of modern slavery (e.g. drinks production, processing, distribution etc.) and as such Venus strives to continually improve in its efforts to mitigate against the risks of modern slavery in its operations and supply chains.

### **SUPPLY CHAINS**

In terms of our product ranges, a large proportion of the Venus supply chain is UK based. However, we also have a global network of suppliers which support our diverse product range offerings.

### **COMPANY POLICIES**

Our modern slavery strategy is supported by several key policies which are contained in our Employee Handbook and which comprise:-

- Equal Opportunities Statement

- Equality & Diversity Policy

- Dignity at Work Policy

- Whistleblowing Policy

The policies communicate that rights must be respected and breaches remedied.

### **IDENTIFYING RISK AND PREVENTING MODERN SLAVERY IN OUR SUPPLY CHAIN**

We are going to start new due diligence checks on all new suppliers which will include financial and reputational checks as well as verifying what policies and procedures they have in place to prevent and mitigate against modern slavery.

We will also identify high-risk suppliers (from a modern slavery perspective) within our existing supplier base with a view to commencing the same due diligence checks as outlined above on these suppliers.

## **IDENTIFYING RISK AND PREVENTING MODERN SLAVERY IN OUR OWN OPERATIONS**

We take a number of steps to mitigate the risk of modern slavery occurring in our own operations:

### **Employees - Right to Work Checks**

Right to work checks are completed for all staff working for Venus in accordance with legislation, and Venus will only employ individuals who are legally able to work in the UK.

### **Training**

We strive to ensure that our colleagues understand the risks of modern slavery in our own operations and that they know what to look out for. When a new employees join the team, they are issued with our Modern Slavery briefing which highlights the different types of exploitation and the indicators to look out for which could suggest that someone is potentially a victim of Modern Slavery and have to sign off that they have read it.

### **Next Steps**

- ✓ Will be launching a specific Modern Slavery Policy and Business Code of Conduct, Anti-Bribery during FY26/27 to reaffirm the high standards we expect from our own business.
- ✓ Get Venus onto the Group Protector line.
- ✓ Introduction of Modern Slavery refresher training for existing employees.

## **DIRECTOR APPROVAL**

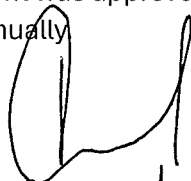
This statement was approved by the organisation's Managing Director , who will review and update it annually

Signature

Name

Director

Date

  
V Bander  
Director  
04/07/2025