

Document title:	Anti-Slavery & Human Trafficking Statement
Statement Aim:	The following statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Whyte and Mackay Group Limited's slavery and human trafficking statement for the financial year ending 31 December 2023.

1 Organisation

Whyte and Mackay Group Limited, a company registered in Scotland (SC221954), is home to an award-winning collection of Single Malt Whisky. Whyte and Mackay produce a portfolio of premium spirits in Scotland that are enjoyed around the world. We are the fifth largest Scotch whisky manufacturer in the world, with products distributed in over 100 countries.

Whyte and Mackay are headquartered in the heart of Glasgow, employing over 700 people and operating 8 sites across Scotland, including Production, Supply Chain, Distribution, our 5 distilleries, and a state-of-the-art bottling plant.

We are a part of the Emperador Inc. group, and our ultimate parent company is Alliance Global Group Inc. which has its head office in the Philippines.

2 Responsibilities

The Chief Executive Officer and Executive Team are responsible for ensuring the statement is up to date and accurately reflects the Company's actions and initiatives to tackle slavery and human trafficking.

Our HR team are responsible for introducing policies and reviewing the processes by which they are adopted.

All colleagues are encouraged to report any concerns they may have, and management are required to act upon them with appropriate urgency.

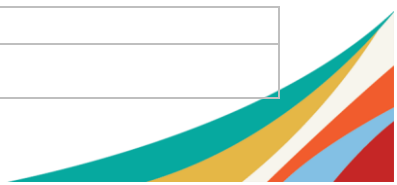
3 Supply Chains

Whyte and Mackay are committed to ensuring there is no modern slavery or human trafficking within its supply chains or in any part of its business. We strive to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place within any of our supply chains. We have a Supplier Declaration Document, requesting current suppliers to confirm action taken within their organisation in relation to the prevention of modern slavery within their business and supply chains. This document now forms part of our supplier onboarding tool. A policy statement is also now incorporated into all new supplier agreements. We are also exploring opportunities to work closer with our supply chain partners on the topic of tackling slavery and human trafficking. We will continue to work collaboratively with our partners, sharing best practice on effective initiatives and actions taken across the supply chain.

Anti-Slavery & Human Trafficking Statement

Year Covering: Financial Year Ending 31 Dec 2023

✉ HRTeam@whyteandmackay.com



4 Due Diligence

Whyte and Mackay will not knowingly support or deal with any business or organisation involved in slavery or human trafficking. We undertook a risk assessment of our global supply chains, identifying where they extend into sectors and territories that are higher risk in terms of the potential presence of slavery and human trafficking. As part of our ongoing due diligence for new and existing suppliers we continually seek to identify any possible risks in these areas and take appropriate corrective action.

When recruiting we adopt good practice approaches to identification, right to work and reference checking and as standard, we require our agency partners to do likewise.

5 Managing Risk

We ensure that the requirements of the Modern Slavery Act 2015 are reflected within our policies and procedures. We operate the following compliance policies: Preventing Hidden Labour Exploitation, Whistleblowing, Anti-Corruption (Gift Policy), Bribery Policy and our Anti Bully and Harassment.

6 Training and Awareness

A key part of Whyte and Mackay's modern slavery and human trafficking risk mitigation strategy is to promote a high level of understanding and awareness of the risks through training and colleague communication.

7 Performance Measures

Whyte and Mackay do not have designated key performance indicators against slavery and human trafficking. However, we will continue to monitor the effectiveness of our compliance regime and take necessary steps to strengthen it as appropriate.



Bryan Donaghey

Chief Executive Officer

Whyte and Mackay Group Ltd

Date: 20 December 2024