
Human rights positioning statement

March 2023

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WHAT WE STAND FOR

Here at Britvic, we are all expected to operate with consistent reference to our values and an understanding of how we do things the right way. We have big ambitions and formidable brands. To continue earning our great reputation in the market, we need to be the best we can by doing the right thing and by never compromising our integrity. We are not expected to do this alone or without support. Our Code of Conduct sets out what we collectively stand for as a business. It is fuelled by our purpose, vision and values and provides us with the standards within which to operate freely and for every one of us to do the right thing. Regardless of our role, location or seniority, we all share the same responsibility to comply with our Code of Conduct, following our policies and processes. The content of our code is not optional, nor is it negotiable. This is something that we are all responsible for, wherever we are in the world and whatever role we have at Britvic. Our reputation and business success are down to the decisions we make and the actions we each take.

OUR POSITION ON HUMAN RIGHTS

Central to our Purpose, Vision and Values, human rights underpin every aspect of our Healthier People, Healthier Planet sustainability strategy. We always try to do the right thing by all our stakeholders, respecting diverse views, encouraging inclusion and creating the conditions to promote equity in all its forms. However, we are very well aware that in today's world, too many people still live in poverty or in other highly vulnerable situations. We know significant, complex and largely systemic human rights issues exist everywhere in the world – and it would be disingenuous of us not to anticipate people might be adversely affected by such issues within the extended supply chains we ultimately rely on as a business. We know, for example, that the International Labour Organization estimates that more than 85 million children are working under hazardous conditions, often in the agriculture sector. While Britvic as a single entity may have very limited influence over operations in such extended supply chains, we firmly believe these practices are unacceptable, and are not afraid to speak out against them when they are uncovered. We believe that international businesses like ours need to do everything they can to ensure we have a positive impact on society. We want to play our part in creating the conditions for societies to thrive – especially through the workplaces and communities we touch across the length and breadth of our supply chain.

Britvic is committed to respecting and protecting human rights. We do everything we can to ensure that we, and our suppliers, work in a clean and safe environment, have proper standards of employment, comply with all local laws and do not ever seek to oppress or exploit any other person. Our approach is shaped and guided by different international conventions and standards, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the UN Sustainable Development Goal 8 – on Decent Work and Economic Growth. By definition therefore, we respect people's rights across our entire value chain, meaning our approach to human rights reaches our workplaces, first-tier supplier workplaces and the extended supply chain. Our ultimate goal is for everyone touched by our business to be treated with fairness, dignity and respect. Achieving our goal will require coordinated and long-term action from government and regulators, civil society and the private sector, to positively influence these issues – and we work in partnership with our customers, distributors and suppliers to raise standards and awareness at every stage.

HOW WE WORK

We start by working towards positive workplaces everywhere we operate – ensuring respect for human rights in our own offices, factories and facilities. Our central QSE team maintain and make available standards for high quality and safe working practices across our manufacturing and distribution network. Compliance with the standards and ongoing performance is monitored and regularly reported. In addition, an internal audit schedule is implemented to provide verification and improvement activities, which underpin our external accreditation against ISO 14001 and ISO 45000.

Our Sustainable Supplier Programme is our enhanced approach to first-tier supplier sustainability. We seek to align all our suppliers with our social, environmental and ethical expectations through our Healthier People, Healthier Planet agenda and our Supplier Code of Conduct. We assess the sustainability performance and existing social compliance audit results of prioritised suppliers using the EcoVadis online platform, leveraging highly credible third party tools such as Sedex (our ethical audit platform) while also unlocking increased visibility and insights.

Sustainable sourcing focuses on advancing respect for human rights in our extended supply chains. We seek to understand the nature and extent of human rights issues and to support our suppliers and business partners as they take steps to identify, prevent and address them. To be a supplier to Britvic we ask for contractual commitment to our Supplier Code of Conduct, transparency and disclosure through our ethical platforms EcoVadis and Sedex. For our strategic partners and those involved in the handling of high-risk materials, we require contractual commitments to work collaboratively with us on plans to ensure high risk materials are supplied responsibly and sustainably, through certification standards and SMETA audits. We have also invested in technology to support the improvement in our supply chain transparency from Britvic plant to farm.

We work closely with a number of key global partners and platforms to share learnings, best practice and challenges across a range of human rights issues. Collaboration, partnership and transparency is critical to understanding human right risks, taking appropriate actions and building the broad-based coalitions needed for sustained progress. Current examples include the Food and Drink Federation, the British Soft Drinks Association, the sustainable agriculture and human rights forum – SAI Platform, and Aim-Progress (responsible sourcing forum). We also publish a modern slavery report alongside our annual report and accounts.

WE ARE KEEN TO DO MORE

While we work to advance respect for all human rights, we are keen to focus especially on high-risk extended supply chains which include, for example, agro-commodity supply chains such as sugar and juice, as these are typically more prevalent in higher risk or more remote geographical locations. At the same time, we recognise these issues are by no means unique to our supply chain – and neither can we solve them alone. We want to work collaboratively and in full partnership with our supply and commercial partners, industry peers and all our key stakeholders to achieve a fully positive impact on the world. If you would like to learn more or help us on this journey, please contact the sustainable business team at Britvic plc sustainablebusiness@britvic.com.