

Nichols plc Slavery and Human Trafficking Transparency Statement for the Financial Year Ended 31 December 2020 ('FY2020')

This statement is made pursuant to Section 54 (Part 6) of the Modern Slavery Act 2015 ('Act') and sets out the steps that Nichols plc ('Nichols') has taken during FY2020 to ensure that slavery and human trafficking is not occurring within either Nichols' own business or supply chains.

Nichols considers that people, whether employees or part of the wider supply chain, are a vital asset to Nichols' business and their safety and well-being is of paramount importance.

This statement has been approved by Nichols' Board of Directors and signed by John Nichols, the Non-Executive Chairman of Nichols.

Company Overview

Nichols is an international soft drinks business. Nichols engages with a large number of suppliers, customers, distributors and licensees throughout the United Kingdom and the world. Whilst these organisations are not owned or controlled by Nichols, it nevertheless remains an important requirement that they operate to the same anti-slavery and anti-human trafficking principles applied by Nichols in relation to Nichols' own business and supply chain. For example, it is a contractual requirement that all licensees comply with the highest ethical standards at all times.

Nichols' Environmental, Social and Corporate Governance ('ESG')

Nichols' purpose is to 'Make life taste better' and this means growing Nichols' business in a way that manages Nichols' social and environmental impacts responsibly, and makes Nichols' people and our stakeholders proud.

Nichols' Happier Future 'Home' (a copy of which is accessible on Nichols' website) outlines Nichols' ESG strategy with three key pillars detailing our areas of focus across – Environmental, Social, and Corporate Governance.

With respect to Corporate Governance, Nichols has a number of internal policies in place which uphold Nichols' commitment to behave with integrity in all Nichols' business dealings. These policies include, without limitation:

- Equal Opportunities;
- Recruitment;
- Conduct and Standard of Behaviour at Work;
- Whistleblowing;
- Anti-Bribery and Anti-Corruption (this policy was reviewed and updated in FY2020 and the updated policy will be communicated both internally and externally on Nichols' website in 2021); and
- Anti-Facilitation of Tax Evasion (this policy was reviewed and updated in FY2020 and the updated policy will be communicated both internally and externally on Nichols' website in 2021).

During FY2020, Nichols developed written policies on the topics listed below. These policies will be communicated both internally and externally on Nichols' website in 2021:

- Human Rights and Anti-Modern Slavery;
- Anti-Money Laundering and Counter-Terrorist Financing; and
- Sanctions.

Nichols strives to ensure that it does not contribute towards adverse human rights impacts through Nichols' supply chains. Nichols has an ongoing commitment to engage only those suppliers that uphold the same principles as Nichols and, where necessary, ensure the implementation of corrective action measures. In the event that any supplier fails to take steps to cease or prevent adverse human rights impacts, Nichols will reconsider and, if appropriate, terminate its business relationships with the relevant supplier.

Nichols' Activities in FY2020 related to the Prevention of Slavery and Human Trafficking

Supply Chain Management

In all of Nichols' dealings with its suppliers, Nichols strives to ensure that the highest ethical standards are reached at all times. In FY2020 within Nichols' business there was an increased focus on the requirement to seek a long-term commitment from Nichols' suppliers to ensure that slavery and human trafficking does not, and will not, exist in their own businesses and supply chains.

Internal Auditing

In FY2020, an internal audit of twenty one of Nichols' direct suppliers' policies and procedures on the prevention of slavery and human trafficking did not present any immediate concerns. Nichols continues to audit the remainder of Nichols' suppliers and has integrated the audits into Nichols' supplier approval and selection processes.

Enhanced Contract Protection

A standard supplier contract clause requiring compliance with the Act has been developed and implemented by Nichols. In some more pertinent cases this includes enhanced audit/termination rights to ensure more vigilant monitoring of high-risk suppliers.

Nichols Continued Commitment

Nichols recognises the importance of maintaining constant vigilance to identify and address any impacts associated with slavery and human trafficking throughout its supply chains. In recognition of the serious nature of these issues, Nichols is committed to continuing to enhance Nichols' capacity to

prevent, identify and mitigate any actual or potential impacts in this field. In FY2020, Nichols developed training for its employees on human rights, labour rights and modern slavery to ensure that they understand Nichols' policy, procedures and their responsibilities in this area. The training will begin to be rolled-out in 2021.

Approval by Nichols plc's Board of Directors

I, John Nichols, hereby certify that the information contained in the FY2020 Slavery and Human Trafficking Transparency Statement above is factually correct and has been approved by Nichols plc's Board of Directors.

Signed:

A handwritten signature in black ink, appearing to read 'P. J. Nichols', written in a cursive style.

John Nichols
Group Non-Executive Chairman, Nichols plc
29 June 2021