



Human Rights & Modern Slavery Policy

Our Commitment

Wicklow Wolf is committed to respecting human rights across our operations and value chain. We support and commit to the UN Guiding Principles on Business and Human Rights, the rights set out in the International Bill of Human Rights (the Universal Declaration of Human Rights), and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work – including the elimination of forced or compulsory labour, the effective abolition of child labour, the elimination of discrimination in employment, freedom of association and the right to collective bargaining, and a safe and healthy working environment.

This commitment applies to everyone our business impacts – our own employees, the people who grow and supply our ingredients, our contractors, partners and the communities connected to where we operate.

Scope

This policy covers Wicklow Wolf's own operations – our brewery, taproom, and hop farm – and extends to our value chain, including suppliers of raw materials, packaging and services. It applies regardless of where in that chain a risk to people might arise, not only within our direct control.

How We Identify Risks to People

We assess which human rights issues are most relevant to our business – our “salient issues” – based on desk research and importantly, genuine engagement with the people affected: our workers, our suppliers and our wider community. This isn't a one-off exercise; we revisit it at least every three years, or sooner if our operations or supply chain change materially.

Where we identify a specific and significant risk – such as the wellbeing of our own team, or conditions among the suppliers of raw materials we bring in from further afield – we prioritise it based on how serious the impact could be and how likely it is to occur. A serious risk gets are noted and reviewed even if it's unlikely.

As a brewery, we also recognise a responsibility that goes beyond our own workforce: the people who drink our product. We take this seriously as part of how we think about human rights – it's why responsible marketing, clear labelling and honest communication about our product sit alongside our other commitments, not apart from them.

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What We Do About It

- We hold ourselves to the same standard we'd expect of anyone else: causing harm isn't acceptable and if it happens despite our best efforts, we deal with it honestly, actively and transparently
- Where a risk sits with a supplier rather than within our own walls, we use the relationship we have – asking questions, sharing expectations and where we can, choosing suppliers who share our standards
- We favour local sourcing where practical, which naturally reduces some of the risks that come with longer, less visible supply chains
- Where we can't yet see far enough into our supply chain to be confident, we say so honestly and treat closing that gap as ongoing work

Raising a Concern

Anyone – a worker, a supplier or a member of the public – can raise a concern about a human rights issue connected to our business through our External Stakeholder Grievance Mechanism. Concerns can be raised safely and if preferred, anonymously, and anyone raising a concern in good faith is protected from retaliation. See our Grievance Mechanism for full detail on how this works.

Governance & Review

This policy is approved by our Board of Directors and reviewed as part of our Annual Impact Review, alongside our progress on purpose, stakeholder engagement and social and environmental performance. The underlying salient issues assessment is refreshed at least every 36 months, or sooner if something changes materially in our operations or supply chain.

We don't expect to have all the answers immediately. Where we identify a gap – in our own practices or in what we know about our supply chain – we'd rather name it honestly and work towards actively closing those gaps.

Effective Date: July 2026
Board of Directors Approval: July 2026
Next Review Date: July 2027