



BACARDI®

Modern Slavery Statement California 2023.

Bacardi requires all of our suppliers to comply with our Third-Party Code of Conduct which requires, among other things, that (1) employment is freely chosen, (2) there is no forced, bonded or involuntary prison labor, (3) workers are not required to lodge “deposits” or their identity papers with their employer and are free to leave their employer after reasonable notice, (4) fair wages are paid, (5) working hours are not excessive, (6) freedom of association and the right to collective bargaining are respected, (7) working conditions are safe and hygienic, (8) child labor shall not be used, and (9) harsh or inhumane treatment of employees is prohibited and prevented.

Bacardi does not specifically request its suppliers to certify that the products they supply comply with laws regarding slavery and human trafficking in the countries where they were produced. Instead, our suppliers are contractually committed to complying with our Third-Party Code of Conduct and Responsible Sourcing Standards and under our membership with SEDEX, our largest suppliers, are subject to SMETA audits annually.

Bacardi does reserve the right to conduct, or have its designee conduct, unannounced inspections of our suppliers’ facilities and records to ensure compliance with its Third-Party Code of Conduct. Bacardi has a “Speak Up” Code that encourages employees and third-party business partners to speak up regarding conduct that violates our Code of Conduct or our Third-Party Code of Conduct, and a special website is made available to employees and third-party business partners for this purpose. Bacardi provides confidentiality for any reports made and has a strict policy against retaliation for making such a report. Finally, Bacardi trains its employees who work with our suppliers regarding our Responsible Sourcing Standards set forth in our Third-Party Code of Conduct.

[Bacardi Global Modern Slavery Statement](#)