

Hunters & Frankau

EST. 1790

Hunters & Frankau Limited

SECTION 172(1) STATEMENT: Extract from the Strategic Reports for the year ending 31 December 2024

The Companies (Miscellaneous Reporting) Regulations 2018 require Directors to explain how they consider the interests of key stakeholders and the broader matters set out in Section 172(1) (A) to (F) of the Companies Act 2006 ('S172') when performing their duty to promote the success of their company under S172.

As a Board our aim is always to uphold the highest standards of conduct, which requires careful consideration at all levels of the Company in the interest of the people who rely on it.

Similarly, we understand that our business can only grow and prosper over the long term if we understand and respect views and needs of our stakeholders, namely our customers, our employees, our communities in which we operate, as well as our suppliers, the environment, and our shareholders to whom we are accountable.

This S172 statement, explains how the Directors of Hunters & Frankau Limited have engaged with our stakeholders and focuses on matters of importance to the company.

Summary of how the Board engages with our stakeholders:

Shareholders

We work to ensure that our shareholders have a good understanding of our strategy, business model and culture. We aim to create value for our shareholders by generating strong and sustainable results that translate into dividends. We provide regular meeting updates, financial information and statements, as well as holding an Annual General Meeting.

Employees

The Board is committed to treating our employees fairly and respectfully as the Company is only as good as the quality of the employees that it retains and develops. The Directors ensure that the business is an equal opportunities employer and is fair to its employees in pay and benefits. We engage with our workforce to ensure that we are fostering an environment that they are happy work in. We believe Hunters & Frankau Limited is a great place to work and we can only deliver our services to our customers through the hard work and commitment of our colleagues.

Customers

Our purpose is to import and distribute the world's finest cigars. We aim to build long term relationships with our customers. We provide consistent support to our customers through our team of account managers along with open access to senior members of our management team. We also provide training and support through our cigar academy, and through our Masters in Havana Cigars programme.

Suppliers

Our suppliers form an integral part of our commitment to offering exceptional quality and we expect them to operate in accordance with recognised standards that uphold human rights and safety and prohibit modern slavery. We have a published Code of Conduct on our website which we expect anyone doing business with us to adhere to.

Community and Environment

We are committed to minimising the impact of our business operations on the environment. The community and environment are also important to our workforce, customers and shareholders. We make charitable donations through the Montecristo Havana Cigar Trust. We are also focused on reducing waste and recycling packaging. We have prioritised commercially viable green initiatives, focusing on sustainable practices to minimise the environment impact.

Government and Regulators

The role of government and regulators is paramount in shaping the context of corporate decision-making. Directors must navigate a complex landscape of laws, policies, and regulatory frameworks that influence their decisions. We participate in the Imported Tobacco Products Advisory Council (ITPAC) and belong to the Association of Independent Tobacco Specialist (AITS). We are committed to complying with all relevant regulations governing the import and distribution of Cuban cigars in the UK. We endeavour to collaborate with customs authorities and adhere strictly to import and tariff regulations to prevent issues related to duties and taxes.

In conclusion, Hunters & Frankau Limited continues to operate in accordance with the highest standards, maintaining a strong commitment to legal and ethical business practices.