

Modern Slavery and Human Trafficking Statement

Introduction:

This statement has been written in accordance with the requirements of the Modern Slavery Act 2015. This is the Group's second Modern Slavery Statement and reflects the steps we have taken and intend to take throughout the financial year 2020/2021.

The Group is committed to understanding modern slavery risks and taking all reasonably practicable steps to ensure that acts of modern slavery, human trafficking, child and sexual exploitation do not occur in our business or supply chains.

The Company:

This statement is made in respect of the operations of Splendid Group LLP and Supreme Hotels LLP (collectively known as SHG), Splendid Restaurants (Colonel) Ltd and Splendid Restaurants (Harland) Ltd (together "Splendid Restaurants").

Splendid Group is one of the UK's fastest growing privately-owned hotel groups with a full range of hotel styles ranging from limited service to luxury.

We have twenty hotels in the UK providing accommodation, conference and events, leisure and food and beverage services.

Splendid Group enjoys the support of major franchisors such as IHG, Choice, Accor and Hilton and employs over 800 individuals at various locations across the UK.

Splendid Restaurants operate forty-four KFC restaurants employing over 1,400 staff. All our restaurants are located in the East and West Midlands and North East of England.

Our Vision:

We are a family run business with people at the very heart of our success. Our purpose is simple; to create extraordinary experiences, positively impact lives, and get better every day.

At the heart of our culture is the 'Splendid Way'; a set of values and behaviours that underpin how we do business and help guide our employees.

Splendid Way:

- **Being the best**
- **Making responsible decisions**
- **Treating others the way they would like to be treated**
- **Continually challenging yourself and each other**

One of our Group's core values is to uphold responsible and fair business practices. We are committed to promoting and maintaining the highest level of ethical standards in relation to all business activities. Our Splendid Group employee handbook and Splendid Restaurants standards library outline our expected code of conduct and define how everyone in our business should behave. At the heart of our code is a simple principle of doing the right thing.

Policies:

Our Group has policies and procedures in place that support ethical practice. These include checks and verification in respect of migrant workers; whistleblowing policies to encourage reports from staff of unethical conduct or behaviour; and we require all potential employees to provide evidence of entitlement to work in the UK.

Our Supply Chain:

Splendid Group utilises the Hilton Supply Chain for management of preferred suppliers. These suppliers are required to sign a contract together with the Hilton Worldwide Responsible Sourcing Policy and agree to uphold the highest ethical standards and to abide by employment and human rights laws.

Splendid Restaurants supply chain relies on suppliers' good ethical business practices. We utilise a KFC UKI Ltd accredited supplier and abide by processes for the sourcing and management of suppliers in order to minimise risk to our brand, the environment and the communities that our restaurants and supply chains impact. All our brand suppliers are contractually obliged to comply with our brand supplier code of conduct.

We are committed to extending such processes to all our local suppliers and implementing and monitoring effective systems and controls. This will enable greater transparency within our business to ensure that modern slavery is not taking place anywhere in our supply chains.

Our Commitment:

We recognise that the Hospitality Industry can play an important role in preventing the exploitation of vulnerable people. As a people-centred business we continue to work to protect the human rights of our colleagues, customers and communities that we work within.

In the financial year 2019/20 we completed the following actions:

- A review of our current policies and processes to reduce the risk of modern slavery in our business
- A review of recruitment agents and codes of conduct
- Implementation of a central Engineering Service System that included a review and implementation of updated service contracts
- Introduction of Modern Slavery and Human Trafficking training for our employees

In the financial year 2020/21 we will create an integrated Modern Slavery Strategy to include:

- Create a Modern Slavery/ Human Trafficking working group dedicated to analysing and reducing risk within our business and supply chain
- A review and, if necessary, an update of our current policies and processes to reduce the risk of modern slavery in our business and supply chain
- Mapping and risk assessment of our supply chain to ensure that we work in partnership with our suppliers to identify and assess potential risk areas and take steps to manage that risk
- A review of our supply contracts and codes of conduct
- Implementation of a code of conduct for all suppliers within our central Engineering Service System

We will immediately investigate any alleged incidents or complaints of slavery and human trafficking reported to us, whether under our whistleblowing policies or otherwise.

We will only work with those who provide assurances on their working practices and commitment to combating slavery and human trafficking in their own business and supply chains.

We will publish an updated Modern Slavery Statement each financial year in order to show transparency and our continued commitment in playing our part in preventing slavery and human trafficking.

Any queries relating to this Modern Slavery Statement should be addressed to Mark Powell, Chief People Officer.

This Modern Slavery Statement was approved by the board of Splendid Group on 2nd March 2020.



Stuart A. Bailey
CEO | March 2020