

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 third Modern Slavery Statement and reflects the steps we have taken and intend to take throughout the financial years 2021 to 2023.

Splendid Hospitality Group understand that acts of slavery, human trafficking, child and sexual exploitation is a global issue, and we take a zero-tolerance approach to Modern Slavery of any kind. We remain committed to taking all reasonably practicable steps to ensure that such acts 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 a UK based, privately-owned hotel group. We have twenty-one hotels in the UK from independent hotels to major brands including IHG, Accor and Hilton, providing accommodation, conference and events, leisure and food and beverage services.

Our portfolio spans from London to Scotland covering economy, midscale, upper midscale, boutique and luxury markets. Our portfolio continues to grow as we create extraordinary experiences in the hospitality industry.

Splendid Group employs over 500 individuals at various locations across the UK.

Splendid Restaurants operate KFC stores employing over 1,600 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.

In 2020 we re-evaluated our Company values to ensure their relevance in our business and that they reflected how our organisation has evolved and how we operate and partner with our stakeholders.

These new values enable us to tell an authentic story about who we are and how we behave. Being kind and selfless are two of our values that underpin our desire 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; grievance procedures to enable our employees to raise any concerns and we require all potential employees to provide evidence of entitlement to work in the UK.

Training:

All our employees complete Modern Slavery, human trafficking and child exploitation awareness training as part of their Company Induction. Refresher training is then provided annually to ensure that in an ever-changing business environment, our teams remain focused and engaged to identify and report any potential issues.

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 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.

Splendid Hospitality Group will not enter into business with any organisation which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

COVID-19:

The Hospitality Industry has been severely impacted by the Coronavirus pandemic with our Hotel business experiencing unprecedented reductions in both revenue and occupancy. Despite the change in focus and priorities, Splendid Hospitality Group have ensured Modern Slavery and associated risks remain a priority with established processes and procedures remaining in place throughout this difficult period.

Whilst many of our employees were furloughed during periods of lockdown, or when no work was available, the Company has ensured that potential risks have been mitigated. Senior Leaders within the organisation remained working throughout the pandemic to ensure policy and process was consistently managed and monitored.

The health, safety and wellbeing of our employees has been a key priority. It has been important to us to keep in regular contact with our teams working from home and on furlough. We have completed numerous welfare checks to monitor individual's mental health and ensured that we have open communication to support our teams. All employees completed rigorous COVID-19 training in line with Government guidelines before returning to the workplace and have been supported by their Line Managers as well as our Company Employee Assistance Programme resources and People policies.

Modern Slavery and Human Trafficking Statement

Our Commitment:

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 - 2020 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 our supply contracts and codes of conduct
- 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

Owing to the COVID-19 pandemic, and the severe impact upon the Hospitality Industry, we were unable to complete all planned actions. In 2021-2022 our business continues to be disrupted and therefore we have set our plans for the next two financial years. By the end of 2023, we will:

- Create an integrated Modern Slavery Strategy to reduce risk within our business and supply chain and support our employees. This will include:
 - Creation of a dedicated Modern Slavery/ Human Trafficking working group to deliver our key strategies
 - A review and, if necessary, an update of our current policies and processes relating to modern slavery and recruitment practices
 - 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
 - Create key performance indicators to assess the impact in future years of key actions we take

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

This Modern Slavery Statement was approved by the board of Splendid Group on 7th February 2021.



Stuart A. Bailey
Chief Executive Officer
February 2021