

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 fourth Modern Slavery Statement and reflects the actions 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. 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 in the East and West Midlands and Northeast 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. With the introduction of Workplace by Facebook into our business in 2021, these values are now integrated within our policies and communications and underpin our desire to uphold business ethical standards and practices.

Policies:

Our Group has policies, procedures, and codes of conduct 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
- Anti-harassment and bullying policy to highlight what is/is not acceptable behaviour

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 Hospitality Group's procurement partners are Hilton Supply Management (HMS) and Accor/ Astore. Both organisations conduct human rights due diligence and suppliers are contractually required to abide by employment and human rights laws as well as follow codes of conduct and social responsibility charters to ensure that they uphold the highest ethical standards.

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 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 which 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 completed numerous welfare checks to monitor individual's mental health and ensured 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.

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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. We are committed to ensure that no slavery or human trafficking will knowingly be permitted or supported through our business or supply chains.

Despite the disruption to our business, caused by the pandemic, we have completed the following actions to date:

- Our training practices and content have been further strengthened to ensure we provide robust and meaningful training to our employees at more regular intervals
- We have reviewed and updated our policies and procedures, ensuring where applicable, modern slavery and human rights are referenced
- We are working to create an e-sourcing platform for supplier applications and on-boarding

We will continue to constantly review and improve our practices and commit to:

- Immediately investigating any alleged incidents or complaints of slavery and human trafficking reported to us, whether under our whistleblowing policy or otherwise.
- Working with those who provide assurances on their working practices and commitment to combating slavery and human trafficking in their own business and supply chains.
- Publishing 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.

This Modern Slavery Statement was approved by the board of Splendid Group on 11th March 2022.



Stuart A. Bailey
Chief Executive Officer
March 2022