

Modern Slavery Statement 2024

Introduction:

This statement has been written in accordance with the requirements of the Modern Slavery Act 2015. This is the Group's sixth modern slavery statement and reflects the actions we have taken and intend to take throughout the financial years 2024 to 2025.

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 Hospitality Group Ltd, Splendid Holdings Ltd Supreme Hotels LLP, Splendid (Euston) Limited, Splendid (West London) Ltd and Splendid (Hounslow) LLP (collectively known as "Splendid Hospitality"), Splendid Restaurants (Colone) Ltd and Splendid Restaurants (Harland) Ltd (together "Splendid Restaurants") and Splendid Healthcare Ltd.

Splendid Hospitality is a UK based, privately-owned hotel group. We have twenty three hotels in the UK ranging from independent hotels to major brands including IHG, Accor, Marriott 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 employing over 900 individuals.

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

Splendid Healthcare owns 3 care homes in the South East of England. Our care homes employ over 170 staff.

Our Vision:

We are a family run business with people at the very heart of our success. In 2023, we launched our vision to deliver extraordinary experiences for our guests, our people and our communities, whilst creating a lasting legacy. Our values reflect our commitment to uphold ethical and professional ways of working.

Policies:

Our Group has policies, procedures, and codes of conduct in place that support ethical standards and practices. 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
- Anti-harassment and bullying policy to highlight what is/is not acceptable behaviour.

Training:

Our employees complete modern slavery, human trafficking, and child exploitation awareness training as part of their Company Induction to ensure that our teams can identify and report any potential issues. Refresher training is provided annually.

Our Supply Chain:

Splendid Hospitality Group's main procurement partners continue to be Hilton Supply Management (HSM) and Astore Procurement (Accor). Both organisations are global leaders in hospitality procurement and conduct due diligence with suppliers who 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 continue to 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.

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

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 remain committed to ensuring that no slavery or human trafficking will knowingly be permitted or supported through our business or supply chains.

Embedding the principles:

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.
- Ensuring that our employees receive effective training in this area.
- 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 in July 2024.

Deshan Karunaratne
Chief Financial Officer
July 2024