



MODERN SLAVERY STATEMENT

This Statement

This statement is made by PPHE Hotel Group Limited (“PPHE Hotel Group”, “the Group”, “we”) on behalf of itself and its group companies and in accordance with section 54(1) of the UK Modern Slavery Act 2015.

This statement covers our activities for the financial year 2022. It continues to be a priority for PPHE Hotel Group to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

About PPHE Hotel Group

PPHE Hotel Group is a London Stock Exchange premium-listed international hospitality real estate group operating across Europe. It is a dynamic company with an integrated, flexible approach to property ownership, hospitality operations, and a strong focus on creating exceptional, inspirational service delivery. We operate in the United Kingdom, Netherlands, Italy, Germany, Hungary, Croatia, Serbia and Austria.

Through its subsidiaries, jointly controlled entities and associates, the Group owns, co-owns, develops, leases, operates and franchises hospitality real estate. The Group’s primary focus is full-service upscale, upper upscale and lifestyle hotels in major gateway cities and regional centres, as well as hotel, resort and campsite properties in select resort destinations.

Further details of our group companies can be found in our Annual Report at: Reports and Presentations: PPHE Hotel Group

The Environmental, Social and Governance Committee (‘ESG Committee’) is comprised of three independent Non-Executive Directors, Kenneth Bradley (Chair) Stephanie Coxon and Marcia Bakker. In 2022, the ESG committee oversaw a materiality assessment exercise to gather stakeholder views on what ought to be our ESG priorities in the future. Our strategic approach to business targets to combat the modern slavery and human trafficking risks we have identified is being developed in response to this assessment.



**Every person
deserves working
conditions which
are fair and offer
an opportunity to
make a better life
for themselves,
their family and
the community**

OUR SUPPLY CHAIN

We source an extensive variety of products and services for the operations and functioning of our hotel properties across UK and Europe. We operate a centralised procurement model and we have established strong supplier relationships over the years. The core procurement team is led by our Vice President of Procurement. Our primary tools for tackling the risk we face in the supply chain are our Responsible and Ethical Sourcing Policy and our Human Rights Policy, both available on our website.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We maintain and annually review a Responsible & Ethical Sourcing Policy that underpins our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. The Human Rights Policy defines the basic standards of human rights that our Group will adhere to at all times and which we expect our business partners to respect, and have been developed in line with International Labour Organisation principles.

Our Human Rights Policy and Responsible and Ethical Sourcing Policy reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our organisation or in our supply chains.

TRAINING

As a Group we are mindful of the serious risks of human trafficking faced by the hospitality industry and we ensure that all our team members receive training to spot signs of trafficking, and encouragement to speak-up.

Having conducted Head of Department training in 2021 on the signs of Modern Slavery and Human Trafficking on sites in hotels, we will be returning to these themes in communicating the 'People' and 'Supply Chain' elements of our ESG strategy. We ensure that there is a channel for reporting whether through line managers or through whistle-blower hotlines. Human rights modules were also introduced into our new 'Learn & Grow' training suite. All our new team members are required to complete mandatory training on "Modern Slavery" immediately upon starting with PPHE.

In addition to our e-learning modules on human rights and modern slavery, in 2022, our training and awareness programme on combating modern slavery and human trafficking was also provided as a corporate meeting in the UK in 2022.



OUR RISK ASSESSMENT & AUDIT

We operate our business ethically with integrity and transparency. Managing risks in our supply chain is an important component of this commitment. As part of our risk assessment and supplier due diligence process, we undertake due diligence on risks in relation to the services and/or products we receive from our suppliers. As part of our continued efforts to identify and mitigate modern slavery risks, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains and on our premises.
- Monitor potential risk areas.
- Protect whistle blowers.

“Supply Chain” is one of the pillars of our ESG strategy. As such, we are focusing on responsible and ethical sourcing practices, and reviewing the proper level of control required to ensure acceptable risk.

As part of our risk assessment within our organisation periodically covert audits of all our hotels in the UK to ensure all our team members were aware of their responsibilities to spot the signs of human trafficking take place as part of our risk, health and safety programme.



FURTHER STEPS

Following a review of the effectiveness of the steps we have taken in 2022 to ensure that there is no slavery or human trafficking in our supply chains we have determined to manage the risk in a new way. This committee ensures the organisation as a whole manages risks that form part of our daily operation effectively, for example health and safety, data protection and privacy, supply chain due diligence and so on.

In 2023, we will continue our annual training programme of all the general managers in the hotels in the UK and Netherlands and other team members in the corporate office in the UK. We will also continue the audits of our UK hotels to ensure our team members continue to be mindful of their responsibilities of identifying and handling of any potential human trafficking cases in our properties and to raise any concerns to their managers or through the whistleblowing helpline.

This statement was approved by the Board of Directors of PPHE Hotel Group on 23rd May 2023 and is signed by:

Kenneth Bradley

Kenneth Bradley
CHAIR OF THE ESG COMMITTEE

