

MODERN SLAVERY STATEMENT 2023

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 2023. 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 an international hospitality real estate company, with a £2.2 billion portfolio, valued as at December 2023 by Savills and Zagreb nekretnine Ltd (ZANE), of primarily prime freehold and long leasehold assets in Europe.

Through its subsidiaries, jointly controlled entities and associates it owns, co-owns, develops, leases, operates and franchises hospitality real estate. Its portfolio includes 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. The Group’s strategy is to grow its portfolio of core upper upscale city centre hotels, leisure and outdoor hospitality and hospitality management platform.

PPHE Hotel Group benefits from having an exclusive and perpetual licence from the Radisson Hotel Group, one of the world’s largest hotel groups, to develop and operate Park Plaza® branded hotels and resorts in Europe, the Middle East and Africa. In addition, PPHE Hotel Group wholly owns, and operates under, the art’otel® brand and its Croatian subsidiary owns, and operates under, the Arena Hotels & Apartments® and Arena Campsites® brands.

PPHE Hotel Group is a Guernsey registered company with shares listed on the London Stock Exchange. PPHE Hotel Group also holds a controlling ownership interest in Arena Hospitality Group, whose shares are listed on the Prime market of the Zagreb Stock Exchange. Further details of our group companies can be found in our Annual Report at: Reports and Presentations : PPHE Hotel Group.

Throughout 2023, the Environmental, Social and Governance Committee (‘ESG Committee’) was comprised of three independent Non-Executive Directors, Marcia Bakker (Chair), Kenneth Bradley and Stephanie Coxon, who were joined by the Senior Independent Director, Nigel Keen in 2024. In 2023, the ESG Committee oversaw the setting of targets under the ESG Strategy in furtherance of environmental, social and governance objectives of the Company.



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.

Our induction programme for new staff includes training on the signs of Modern Slavery and Human Trafficking specific to the hotel industry, and information about confidential reporting channels. We ensure that there is a channel for reporting whether through line managers or through whistle-blower hotlines. Human rights training modules are also available on our 'Learn & Grow' training suite.

In 2023, we introduced ESG Ambassadors throughout the UK and Netherlands. Each hotel and corporate office in those two countries now has a dedicated volunteer to help communicate ESG topics and raise awareness.

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. "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 reduce 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.

We have specific targets related to implementing further controls to address supply chain risk. To ensure that our ESG efforts go beyond our own organisation, we are at work on updated sourcing policies that incorporate higher standards around environmental sustainability and social responsibility. During the year, we have engaged with many of our suppliers to understand how they can support PPHE's ambition to become a more sustainable business. The new policies will be published at year-end 2024, with their implementation planned for 2025. Our new policies will enable us to be more accountable by setting out specific measures taken to address risk where it exists. The global fisheries industry provides an example of how we take this risk-based approach to both human rights and environmental issues. Workers at sea



Workers at sea are automatically at higher risk of exploitation, because they are unable to leave their workplace, and their employer controls their working and living environments. We are factoring this into new policy documents.

This statement was approved by the Board of Directors of PPHE Hotel Group on 22 May 2024 and is signed by:

Marcia Bakker

Marcia Bakker

CHAIR OF THE ESG COMMITTEE

