

MODERN SLAVERY STATEMENT 2024

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 2024. This is the period from 1st January 2024 to 31st December 2024 inclusive. 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 portfolio of primarily prime freehold and long leasehold assets in Europe.

PPHE Hotel Group's guiding principle is to generate attractive returns from operations and long-term capital appreciation. Through its subsidiaries, jointly controlled entities and associates it owns, co-owns, develops, leases, operates and franchises hospitality real estate. Its 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.

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 2024, the Environmental, Social and Governance Committee (ESG Committee') was comprised of four independent Non-Executive Directors, Marcia Bakker (Chair), Kenneth Bradley, Stephanie Coxon, and Nigel Keen. 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.



Our ESG programme is tied to the UN Sustainable Development Goals.

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.

2024 saw a programme of in-person training sessions focused on dignity in the workplace, and on safe and effective reporting channels for concerns, including our 'whistleblower hotline', where reporting is confidential, and where individuals can report anonymously if they chose to.

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.

In 2024, we reviewed our value chain and our view of our risk exposure. This is with a view to ensuring that we have a robust double materiality assessment of the environmental and social risks, impacts and opportunities, including violations of accepted human rights and labour standards, could be present in our upstream and downstream value chains. The double materiality assessment will be completed in 2025.



This statement was approved by the Board of Directors of PPHE Hotel Group on 21st May 2025 and is signed by:

Marcia Bakker

Marcia Bakker

CHAIR OF THE ESG COMMITTEE

Approved by the Board on 21st May 2025

Signed on 21st May 2025

This statement was altered on 12th March 2026. The alterations are as follows:

- (1) Under the heading 'This Statement', the following sentence was added: "*This is the period from 1st January 2024 to 31st December 2024 inclusive*".
- (2) After the signature of Marcia Bakker, the Chair of the ESG Committee, the dates of her signature and of the approval by the Board were added.

These alterations were approved by the Non-Executive Chairman, Ken Bradley

Signed: *Ken Bradley*

Date: 12/03/2026

