

# MODERN SLAVERY POLICY

## MACDONALD HOTELS LIMITED

### 1. Policy Statement

- 1.1 Slavery and human trafficking involve the deprivation of a person's liberty by exploiting them for personal or commercial gain. Acts of slavery and human trafficking are criminal offences and a violation of Human Rights. Slavery and human tracking can include: forced labour (ie. involuntary work coerced by threatening behaviour); the sale and exploitation of children; arranging and enabling the trafficking of persons and any other act which deprives a person of their liberty by exploiting them for personal or commercial gain. Such practices are referred to as "Modern Slavery".
- 1.2 Macdonald Hotels recognises that slavery and human trafficking are not issues confined to the overseas hospitality sector. In particular, we recognise and are assessing the risks that arise from the use of foreign and migrant labour, and from supply chains both in the UK and overseas. Macdonald Hotels have adopted and implemented a zero-tolerance approach to slavery and human trafficking. We are committed to:
- (a) Operating with integrity and accountability both within our organisation and in our relationship with suppliers
  - (b) Taking all reasonable and practicable steps to ensure that slavery and human trafficking are not present in our operations or our supply chains.
- 1.3 We expect the same high standards from all individuals and organisations associated with Macdonald Hotels.

### 2. Compliance with this Policy

- 2.1 All employees of Macdonald Hotels and those employed to provide goods or services to Macdonald Hotels must read and comply with the terms of this Policy. We expect that those who provide us with goods or services to demonstrate their own compliance by providing copies of their Modern Slavery Statement detailing the steps taken to ensure there are no issues of slavery or human trafficking in their business or supply chain.
- 2.2 We encourage our employees and our suppliers to report to us any concerns or issues of, or relating to, slavery and human trafficking, whether in our business or in our supply chain, immediately by contacting the Legal Team as soon as they become aware. Concerns can also be reported directly to the Home Office by contacting their designated Helpline on 0800 012 1700 or by visiting [www.modernslavery.co.uk](http://www.modernslavery.co.uk)
- 2.3 We encourage openness throughout our business and in our supply chains. It is our intention to ensure that employees and suppliers feel comfortable in reporting any concerns of slavery or human trafficking to Macdonald Hotel management.

2.4 Macdonald Hotels operate a Whistleblowing Policy in an aim to encourage employees to feel comfortable in raising and reporting concerns without fear of victimisation. Insofar as possible, we will ensure that confidentiality and anonymity is upheld.

**3. Breaches of this policy**

3.1 A breach of this Policy by an employee will result in disciplinary action, which could amount to dismissal for gross misconduct.

3.2 A breach of this policy by our suppliers, whether in their business or their supply chain, may result in us terminating our relationship.

**4. Responsibility for the policy**

4.1 Any concerns should be reported to the Legal Team by contacting them by email on [legal@macdonald-hotels.co.uk](mailto:legal@macdonald-hotels.co.uk) or telephone 01506 815218.