Introduction

This is the Modern Slavery Transparency Statement of Macdonald Hotels Limited ("Macdonald Hotels") for the financial year ending 31st March 2016. This statement is made pursuant to s.54(1) of the Modern Slavery Act 2015.

The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking ("Modern Slavery"). Macdonald Hotels are committed to combating all forms of Modern Slavery.

About Macdonald Hotels

The Macdonald Hotels group is one of the UK’s leading privately owned hotel and hospitality businesses. Macdonald Hotels is headquartered in Bathgate, Scotland.

The group consists of over 40 hotels and resorts in the UK, Ireland, Spain, and Portugal. The business relies on the services of around 4,000 workers.

Macdonald Hotels recognises that Modern Slavery is not an issue confined to the overseas hospitality sector. In particular we recognise the risks that arise from the use of foreign and migrant labour, and from supply chains both in the UK and overseas.

Policies and Procedures

In the financial year, the existing policies and procedures of Macdonald Hotels which would assist in combating Modern Slavery included: checks and verification in respect of migrant workers; a whistleblowing policy that encouraged reports from staff of unethical conduct; and a central register of recruitment agents and supplier contracts.

Macdonald Hotels has also recently taken the following steps to further enhance its policies and procedures:

- An external adviser has been engaged to assist the group in assessing Modern Slavery risk and enhancing its policies and procedures.
- A Modern Slavery Policy has been put in place.
- Suppliers and recruitment agencies have been issued with a copy of the Modern Slavery Policy

In the coming months, Macdonald Hotels intends to take additional steps including:

- Expanding due diligence on subcontractors and suppliers
- Modern Slavery training across the wider group
Indulge in up to 4 weeks of holidays every year for the next 10 years for a one-off payment

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