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## Firmdale Hotels

### Modern Slavery Act Statement

This statement is made by Firmdale Holdings Limited ("Firmdale") on behalf of itself and all group subsidiaries, pursuant only to section 54(1) of the Modern Slavery Act 2015. It constitutes Firmdale's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> January 2021.

Firmdale operates 10 design hotels with 8 bars and restaurants across London and New York.

Firmdale is committed to ensuring that it conducts its business ethically and with integrity. Firmdale does not use slave labour anywhere in its own business, nor does Firmdale tolerate forced or compulsory labour or human trafficking. Firmdale is committed to ensuring that no such behaviour takes place in connection with the company.

This commitment extends to Firmdale's supply chain.

Firmdale's supplier relationships are based on lawful, efficient and fair practices. We expect our suppliers to obey the laws that require them to treat workers fairly and provide a safe and healthy work environment. Firmdale will not knowingly use any supplier that uses forced prison labour. Firmdale will only work with suppliers who comply with all laws regarding slavery and human trafficking in the countries in which the suppliers are doing business.

Firmdale requires its suppliers to comply with all applicable laws and to adopt compliant working practices, including not utilising any form of compulsory labour or human trafficking. Firmdale's suppliers are obliged to pass these requirements on to their own suppliers as well, and Firmdale expects all of its suppliers to actively monitor their own supply chains in order to root out modern slavery of any kind.

Firmdale encourages anyone with information regarding modern slavery or human trafficking taking place at Firmdale, or anywhere in its supply chain, to make a report to its Directors.

Following a risk assessment and review of Firmdale's supply chain and the steps that are being taken to ensure that there is no slavery or human trafficking in our supply chains we have taken the following steps to combat slavery and human trafficking:

- Provided training to key personnel with procurement responsibility on how to identify human trafficking and forced labour issues.

- Continuing to review and amend our practices as appropriate to ensure that modern slavery and human trafficking is not present in our supply chain.

We will continue to review our existing supply chain, along with potential new suppliers, and our policies and procedures to address prevention of modern slavery and human trafficking.

This statement has been approved by the Board Directors of Firmdale Holdings Limited.

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