



A message for our customers regarding [COVID-19](#)  
website information

## Modern Day Slavery and Human Rights

### POLICY STATEMENT

Modern slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

**Percy R Brend & Sons (Hoteliers) Ltd** has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all our contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on behalf in any capacity.

### RESPONSIBILITY FOR THE POLICY

The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

### COMPLIANCE WITH THE POLICY

All employees must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern day slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to

avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager or a director as soon as possible if you have any concerns or believe/suspect that a conflict with this policy has occurred, or may occur in the future.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicions that modern day slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment with raising a concern.

If you believe that you have suffered any such treatment, you inform your Group HR manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our company grievance procedure.

#### **BREACHES OF THIS POLICY**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Signed on behalf of the board of Directors.