



Modern Slavery Statement



Introduction

The Ritz is dedicated to ensuring that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. The Ritz values and ethos underpin our culture and how we do business. They set the parameters for how we expect people to behave as we seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted.

This statement highlights the key activities we have undertaken during the financial year ending 31 December 2024 to combat modern slavery in our organisation and supply chain and the activities we will be undertaking in this financial year.

Organisation's structure

The Ritz Hotel is operated by the Ritz Hotel (London) Limited and is a prestigious and unique 5 star hotel in London. We source products and services from all over the world but mostly the UK and Europe.

Our Colleagues

We have procedures in place to ensure that modern slavery does not occur within our business. Our employment practices comprise of recruitment processes which comply with UK employment law, including 'right to work' checks and checks to ensure everyone employed is aged 16 years or over. We pay market-related pay and rewards, which are reviewed annually and benchmarked, and offer enhanced benefits, providing additional options to support our people's lifestyle choices.

Our policies on slavery and human trafficking

We have robust policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We continuously review and update all our policies and this year we introduced a new Anti-slavery policy which explains what the risks of modern slavery could be, how they can be identified, and the actions colleagues should take if they believe that an offence is being committed.

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England No.00064203 VAT Registration No. GB 773 863879





Our Anti-slavery Policy reflects 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 supply chains.

We also have the following policies and procedures in place relevant to modern slavery:

- Code of ethics and behaviours.
- Procurement policy.
- Equality, Diversity and Inclusion policy.
- Whistleblowing policy (which has been updated to include a confidential whistleblowing hotline).

This year we also introduced our Mapping of Supply Chain & Key Policies policy.

Supply Chain

We continue to assess and manage risks of modern slavery across our supply chain through the following measures:

- All suppliers are contractually obliged to comply with our Anti-slavery Policy. We also request that they issue their own anti-slavery policy to their workforce.
- Limits on our range of key preferred suppliers both in the UK and overseas.
- Requirements on suppliers to initiate their own anti-slavery procedures and checks through our supplier appraisal questionnaire.
- Annually mapping our supply chain to identify areas of high risk.
- Audits of suppliers to ensure compliance in their business operations and supply chain.
- A responsible purchasing policy, which reflects our commitment to, and focus on, our expectations from suppliers to ensure similar values and ethical practices form an integral part of their business and the supply chain(s).
- Suppliers in high-risk jurisdictions or supplying products and/or services which have a higher modern slavery risk are subject to enhanced checks such as a site visit or audit. We also request certificates of inspection for fair trade suppliers.
- All supplier contracts include a right to audit, termination without notice where there has been failure to prevent modern slavery and an obligation to cascade standards expected by the Ritz and contractual obligations concerning the prevention of modern slavery to their subcontractors.



- Supplier information is updated regularly in case of changes which may increase the risks of modern slavery.
- There is a requirement for suppliers to notify the Ritz where there are changes in ownership, location or sourcing of products/services which may increase the risks of modern slavery.

Progress we have made this year

Building on our established framework, we have taken further steps this year to strengthen our due diligence and oversight. This includes:

- A rollout of new supplier questionnaires which must be completed and signed before commencement of the services or supply of goods.
- Updated our Responsible Sourcing and Supply Chain Policy on 24 December 2024.

Training and colleagues

We undertake regular modern slavery and procurement training and have in place a procedure which ensures that anyone who has concerns, for example, about how partners or colleagues are behaving, has a means of raising their concerns confidentially. Last year, we took the step of updating our anti-slavery training module which is completed by all colleagues within 3 months of commencing their employment. We will continue to review our training module to ensure it remains fit for purpose.

Steps we will be taking this year

The Ritz continues to actively monitor its success in preventing modern slavery and human trafficking from taking place in its business and supply chains by reference to reports and alerts from our colleagues, the public, non-governmental organisations and law enforcement agencies. Steps we will be taking this year include:

- Implementing a dedicated supplier management system to centralise due diligence, automate workflows, and improve data accessibility.
- Exploring a digital contractor sign-in system to enhance site security, improve compliance monitoring, and provide real-time visibility of contractors on-site.
- Ensuring our annual training continues to address the risks to our business and supply chains.
- Audits of several key suppliers as part of our efforts to assess performance and ensure alignment with our standards.

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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2024. It was approved by the board on 29 September 2025.

Director: Sal Gowili

Dated: 25.09.2025

Signature:

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