



THE RITZ LONDON

Modern Slavery Act Statement

According to the UN's International Labour Organisation and the Walk Free Foundation, modern slavery affects an estimated 40.3 million slaves around the world, of which 24.9 million were trapped in forced labour and 15.4 million in forced marriage. Modern slavery transcends age, gender and ethnicities and includes victims who have been brought from overseas and vulnerable people in the UK, who are forced to work illegally against their will across many different sectors.

The Company values: Consistency, Legendary, Magical, Elegance and Visionary 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. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

We have procedures in place to minimise the risk of modern slavery occurring in our business:

Ethical Recruitment

Our recruitment processes comply with UK employment laws, including: 'right to work' document and identification checks and employment contracts. The hotel provides market-related pay and rewards, which are benchmarked, and offers enhanced benefits, providing additional options to support our people's lifestyle choices.

Sexual Exploitation

Hotels can unknowingly be used to traffic victims for sexual exploitation. The Ritz requests ID for all in-house guests, which will deter most traffickers, thereby minimising this risk.

Responsible Supply Chains

Goods and services purchased by hotels, particularly from non-UK suppliers, represent hidden risks in terms of worker welfare. To minimise this risk, The Ritz

makes a commitment to collaborate closely with suppliers to help them understand and work towards their own obligations under the Modern Slavery Act.

The Ritz has a responsible procurement policy, which reflects our commitment to, and focus on, suppliers' values and ethical supply chain(s).

The Ritz has a procedure in place, which ensures that anyone who has concerns about guest or staff behaviours can raise their concerns confidentially.

In 2020, we intend to further develop our Modern Slavery Act training, which will help employees to identify victims of modern slavery and advise how to report any suspicions they may have. Completion of this training will form a compulsory part of our employees' annual review and new starter induction processes.

We will develop a procedure to monitor how our suppliers comply with our responsible procurement policy and measure our effectiveness in tackling modern slavery, by monitoring the following Modern Slavery Key Performance Indicator during the financial year 2020: "% of centralised procurement contract suppliers with Modern Slavery Act statements".

We are reviewing the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains or in our business in order to outline them further next year.

The Ritz Hotel (London) Limited shall take responsibility for this statement and its objectives, which will be reviewed and updated as appropriate.

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 2019. It was reviewed and approved by the board on 17th December 2020.

This statement was signed by

Sal Gowili General Manager – The Ritz London

duly authorised by the Board of Directors of The Ritz Hotel (London) Limited

8 April 2021