



THE RITZ LONDON

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: 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. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain and the activities we plan to undertake in the next financial year to combat modern slavery.

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 Employees

We have procedures in place to that ensure that modern slavery does not occur within our business. Our employment practices comprise of recruitment processes in line with UK employment laws, including 'right to work' document checks and checks to ensure everyone employed is aged 16 years or over. We also 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 appropriate 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. 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 in place relevant to modern slavery:

- Code of ethics and behaviours.
- Responsible sourcing / procurement policy.
- Equality, Diversity and Inclusion policy.
- Whistleblowing policy.

Supply Chain

Measures taken to review and manage modern slavery risks with suppliers are:

- Limits on our range of key preferred suppliers both in the UK and overseas.
- Requirements on suppliers to initiate their own procedures and checks through our supplier appraisal questionnaire.
- 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 the suppliers' to ensure similar values and ethical practices form an integral part of their business and the supply chain(s).

Training and staff

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 staff are behaving, has a means of raising their concerns confidentially.

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 staff, the public, non-governmental organisations and law enforcement agencies. Steps we will be taking this year include:

- Reviewing our contracts with suppliers to ensure they contain specific measures to tackle modern slavery and compliance with our vendor code of conduct.
- Reviewing our Key Performance Indicators (KPIs) to support our modern slavery action plan.
- Updating our modern slavery policy and ensuring our annual training continues to address the risks to our business and supply chains.

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 2022. It was approved by the board on 07/07/2023.

[Director]:



Sal Gowili

Dated: 07.07.2023