



Modern Slavery Act Transparency Statement September 2024

This statement constitutes the Modern Slavery Statement for the RBH Hospitality Management group ("RBH")¹ for the financial year ending 31 August 2024.

RBH provides services in the UK in the hospitality sector. We believe that hospitality is a high-risk sector regarding acts of modern slavery and human trafficking ("Modern Slavery"). RBH has policies and procedures (listed below) to ensure that Modern Slavery does not occur in our business or within our supply chains. RBH operates a selection of hotels in the UK, either leased or managed on behalf of other owner/investor companies. We manage approximately 2,800 employees who are either employed directly by RBH or are managed by RBH on behalf of other owners/investors. Amongst other aspects, our business involves engaging with and negotiate contracts with external businesses providing goods and services in respect of hotels managed by or owned by RBH.

In the previous financial year, RBH has taken the following Modern Slavery compliance steps in an effort to mitigate and reduce Modern Slavery risk:

- i. Reviewed the previously identified areas within in our business or supply chain that may present a Modern Slavery risk and concluded that there has been no change perceived risk level.
- ii. Continued a process where existing contracts for services/supplies within the RBH supply chain include terms guaranteeing Modern Slavery does not occur within our supplier's business or supply chains, and incorporated provisions to review/audit those suppliers where necessary.
- iii. Ensured that any new or renewed procurement contracts or tenders for services/supplies within the RBH supply chain include terms guaranteeing Modern Slavery does not occur within their business or supply chains, and incorporated provisions to review/audit those suppliers where necessary.
- iv. Reviewed RBH's zero tolerance policy in respect of Modern Slavery. The policy is also applicable to all the hotel properties managed by RBH.
- v. Continued our program of training and educating RBH employees and other workers via an RBH online learning platform on potential Modern Slavery risks and how to deal with them (if they were to arise). The training/educational material has also been reviewed/refreshed periodically since the module was first launched; and
- vi. Ensured that the training knowledge is embedded into the hotels by introducing monthly completion targets and programming the online learning platform to automatically require employees to refresh their learning on this topic every 2 years. The learning courses are namely – "Modern Slavery & Human Trafficking" and "Child Sexual Exploitation."

RBH will not support or deal with any business knowingly involved in Modern Slavery.

This statement will be reviewed periodically and published on the RBH website.

This statement was approved by the relevant board members of RBH Hotels UK Limited and RBH Hotel Management Limited and IHL Tenant Holdco Limited on 1 September 2024.

Signed:

Date: 1 September 2024

Title: Director

¹ This statement is published for RBH Hotels UK Limited, RBH Hotel Management Limited, and IHL Tenant Holdco Limited and subsidiaries.

