

Modern Slavery Statement draft V1

Statement

This statement is made in line with the Modern Slavery Act 2015 and relates to business practices undertaken by HMSHost UK Ltd for the period December 2017 to November 2018.

About HMSHost UK Ltd

HMSHost UK Ltd is part of HMSHost International, a subsidiary of Autogrill SpA, the world's leading travel food and beverage operator. We operate food and beverage outlets in travel and retail hubs across the UK with one outlet also in Calais, France. Our supplier relationships are managed through our central food and beverage team in line with our global company policies.

Our employees are predominantly permanent, although we do offer some seasonal positions to deal with uplift in demand during peak seasons.

We are committed to factoring in fair labour costs across our business and supply chain, to build and maintain a sustainable model which is both profitable and ethical.

HMSHost Policies

As a company we are committed to ensuring that we act in line with our corporate values, and that there is no modern slavery or human trafficking taking place in any part of our company, or the suppliers we deal with. We have policies and systems in place to ensure that we do not work with suppliers who partake in modern slavery, which has been assessed as the area with the highest risk within our company.

We follow the Autogrill Group Supply Chain Sustainability Guidelines (2017) to ensure we manage our supplier partnerships ethically, and with transparency. We expect our suppliers to have policies, procedures and practices in place to ensure they conduct business in an ethical and legal manner which, at a minimum, requires compliance with all applicable laws, rules and regulations of the countries in which they operate, including the Modern Slavery Act.

Due diligence

Our suppliers are contractually obliged to sign-up to the Supply Chain Sustainability Guidelines, in order to work with us. In addition, we audit selected suppliers on an annual basis, to ensure they continue to adhere to the Modern Slavery Act. Were any supplier to be found in breach of the Modern Slavery Act, there are clear processes to hold them to account and/or terminate any working agreement where necessary.

Senior management takes responsibility for ensuring that the policies mentioned above are followed at all times. Leadership at all levels are responsible for ensuring their direct line reports understand and comply with HMSHost policies and are given adequate and regular training on the issue of modern slavery. It is reported to global board level annually, to ensure that compliance remains at the top of each countries agenda.

With regards to our direct employees, we ensure that all of our team are provided with their terms and conditions of employment in writing, which always meet the legal minimum wage, and in many cases significantly exceeds it. Recruitment processes allow for thorough checks of documentation and as such allow opportunity to highlight where there may be ethical issues relating to the employment of an individual, such as the withholding of documents through forced labour.

Risk management

As mentioned above, we have identified our supply chain as being the area of our business with the highest risk, and as such we have taken the steps mentioned to implement policies, procedures and due diligence checks in order to ensure that we do not work with any suppliers who do not conduct business in an ethical and legal manner.

Effectiveness

Due to our robust procedures mentioned previously, we are able to clearly document our compliance through written agreements with suppliers, as such we measure our effectiveness based on the adherence to our company policy which is 100% (all suppliers are required to agree to work in line with our policy).

Training and awareness

At HMSHost we encourage openness and awareness of ethical issues and will support anyone who raises any issues relating to modern slavery or any other ethical matter. We are committed to ensuring that anyone who does raise an issue is treated with respect, and that swift action is taken (if required).

We regularly engage with our suppliers to ensure that they have the most up to date knowledge of these areas, and are working in line with best practice.

HMSHost also has a global whistleblowing helpline allowing full transparency and the opportunity to report any suspected issues. Where any case of modern slavery and/or forced labour to be found, HMSHost is committed to ensuring that all involved are protected from further victimisation and are supported with dignity and respect.

I confirm that the Modern Slavery Statement provided for HMSHost UK Ltd above is accurate and has been produced in accordance with the published guidelines.

The statement must be approved and signed by a director, member or partner of the organisation Board to approve. Must be dated.

The statement must be published on an organisation's website with a link in a prominent place on the homepage. Previous statements should also be available.

Kimberly Demello

KIMBERLY DEMELLO

VP HR HMSHOST, INTERNATIONAL