



HMSHost Modern Slavery Statement – Reporting period 01 December 2019 to 30 November 2020

Statement

This statement is made in relation to section 54 of the Modern Slavery Act 2015. It relates to business practices undertaken by HMSHost UK Ltd for the period 1st December 2019 to 30th November 2020. This statement is designed to set out, identify and manage the risk of modern slavery and human trafficking within our business and/or supply chains.

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

To continue to ensure there is no known slavery or human trafficking taking place within HMSHost UK Ltd or within any of the suppliers we deal with, we adopt a number of policies in line with our corporate values and Code of Ethics.

We have established recruitment and employment principles to ensure all our employees and applicants are treated equally, without discrimination and we conduct thorough Right to Work checks to ensure we meet UK legislation requirements.

All employees, permanent or temporary are provided with a clear and transparent written statement of their terms and conditions of employment prior to employment with HMSHost UK Ltd. Our rates of pay meet or exceed the legal minimum wage. On top of this, we currently operate a non-contractual living wage entitlement for our teams which serves as an additional allowance for each hour worked, to support with the cost of living in their area.

Our HMSHost Supplier Code of Conduct sets out in each supplier contract our expectations that our suppliers should 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.

As part of its global ethics and compliance awareness program, HMSHost International upholds a global Speak Up Policy allowing for the opportunity to report any suspicions of misconduct in a confidential and (if needed) anonymous manner. HMSHost is committed to ensuring that any party reporting in good faith is protected from victimisation and are supported with dignity and respect.

Due diligence

HMSHost UK Ltd

1 Lyric Square | London | W6 0NB | United Kingdom | Registered No. 3650426



To ensure 100% compliance from our suppliers, they are contractually obliged to sign the HMSHost Supplier Code of Conduct in order to work with us.

We have clear processes in place to hold suppliers to account and/or terminate any working agreement, should they be found to be in breach of their obligations.

We are committed to ensuring that leadership, at all levels, are responsible for ensuring their direct line reports understand and comply with HMSHost policies and provide adequate and regular training on the issue of modern slavery. It is reported to our global board annually to ensure compliance remains a top priority for all countries.

Risk Management

Our supply chain remains the area of the business with the highest risk and therefore we continue to ensure we take the relevant steps to mitigate this and follow the practices mentioned above to eliminate the possibility of working with suppliers who do not conduct business in an ethical and legal manner. By ensuring all our suppliers sign our HMSHost Supplier Code of Conduct, our suppliers are legally obliged to adhere to the policies & practices set out by HMSHost, including local legislation.

Effectiveness

We remain committed to regularly reviewing our policies and practices and will make any necessary changes if they are not proving to be effective. We continue to be able to clearly document our compliance through written agreements with our suppliers. Due to the Covid-19 pandemic, since March 2020 a large number of our operations has remained closed due to a significant fall in sales. As we hope to see business slowly pick up across the UK over 2021, we aim to continue to review and agree methods and actions to improve the way we monitor and manage modern slavery & human trafficking risks within our business.

Training and awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we recognise the importance of training for our teams and ensure this is a priority within our operations. This is reflected in our global all employee Code of Ethics training.

Where an ethical issue is raised, we are committed to ensuring it is dealt with promptly and fairly and treated with the utmost importance. The global Speak Up (whistleblowing) helpline facilitates this process.

This modern slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slave Act 2015, for the financial year ending 30 November 2020. I confirm that the above is accurate and has been produced in accordance with the published guidelines.

Signed: *Kimberly Demello*

Date: *May 17, 2021*

Name: *Kimberly Demello*

Position: *VP HR International*

HMSHost UK Ltd

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