



The Modern Slavery Act 2015 requires certain large organisations to produce a statement annually about their efforts in each relevant financial year to eradicate modern slavery and human trafficking in their businesses and supply chains. HMSHost UK Limited (the “**Company**”) has produced this statement in compliance with its obligations under Section 54 of the Modern Slavery Act 2015 in respect of its financial year ending 31 December 2023.

### **Our structure, business and supply chain**

HMSHost UK Ltd is a subsidiary of Autogrill SpA, the world’s leading travel food and beverage operator, which in turn is a subsidiary of Avolta AG (a company listed on the Swiss Stock Exchange). The Company operates food and beverage outlets in Airports, stations and shopping outlets across the UK with one outlet also in Calais, France. The company operates both proprietary and franchised brands. The Company’s supplier relationships are managed through its central food and beverage team based in the Netherlands, in line with the global procurement policies.

The Company has over 1,200 employees, the majority of which are permanent employees. We offer some seasonal positions to deal with the uplift in demand during peak seasons. Seasonal employees make up approximately 23% of the Company’s total number of employees.

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

### **Our policies**

To ensure there is no known slavery or human trafficking taking place within the Company or within the supply chains of any of the suppliers we deal with, the Company adopts a number of policies in line with its corporate values.

The Company has established recruitment and employment principles to ensure all of its employees and applicants are treated equally, without discrimination and we conduct thorough Right to Work checks to ensure we meet legislation requirements.

All employees, permanent or temporary are provided with a clear and transparent written statement of their terms and conditions of employment. The rates of pay for every employee meets, or in many cases, significantly exceeds the legal minimum wage.

The HMSHost Supplier Code of Conduct sets out the Company’s expectation for its suppliers. This includes, the requirement that our suppliers have policies, procedures and practices in place to ensure they conduct business ethically, and they comply with all applicable laws, rules and regulations of the countries in which they operate, including the UK Modern Slavery Act 2015.

Employees are able to report any wrongdoing via the ‘Speak Up’ Policy, and they can use the Employee Assistance Programme to access a legal advice helpline.



### **High risk areas identified within our business**

While modern slavery can be found in all countries, we take in to account region-specific risks associated with modern slavery, for example, countries with large populations of migrant workers, with weaker employment and labour law enforcement, or where a significant modern slavery prevalence is well known. We understand that countries in our supply chain may present higher risks of modern slavery, requiring additional due diligence and collaboration with our suppliers and business partners.

We also understand and recognise that while modern slavery can also be found among any population, some groups are more vulnerable than others including: foreign migrant workers; contract, agency and temporary workers; refugees, asylum seekers, ethnic and religious minorities and young or student workers.

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 ethically. This risk is managed by ensuring that our suppliers sign the HMSHost Supplier Code of Conduct.

### **Our Commitment**

The Company and the Avolta Group are proud of the progress they have made in regards to the prevention of modern slavery throughout the business. However, we are aware that there is still more progress to be made, and the Avolta Group and the Company are doing the work to make this happen.

### **Effectiveness of the steps we have taken and how we are measuring these**

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.

During 2023, the Company has not been made aware of any existing or previous occurrence of human trafficking or modern slavery within its business or supply chain.

We have no formal KPIs to monitor our progress, but going forward the Company will consider ways in which it can meaningfully measure the progress it has made in monitoring and preventing modern slavery and human trafficking.



## **Training**

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 are seeking to enhance our training in this area.

This statement was approved by the HMSHost UK Limited Board of Directors on 27 June 2024.

*Fred Creighton*

Fred Creighton (Jun 27, 2024 21:20 GMT+1)

**Fred Creighton**  
**CEO, HMSHost UK Limited**