

## Introduction

This statement sets out Amaris Hospitality's understanding of all potential modern slavery risks related to the business and steps in place that are aimed at ensuring that there is no slavery or human trafficking in our business and our supply chains. This statement relates to the financial year April 2018 to March 2019.

As part of hospitality, Amaris Hospitality recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Amaris Hospitality is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## Amaris Hospitality Structure and Supply Chains

Amaris Hospitality is a leading hotel investment and management company. We manage a portfolio of 30 hotels in the UK and Ireland trading under prestigious international brands such as Hilton, Hilton Garden Inn, DoubleTree by Hilton, Mercure and Ibis Styles.

This statement is made in respect of the operations of Amaris Hospitality and its subsidiaries. The company head office is located in Glasgow. For the purpose of this statement the subsidiaries organisations are:

- Laser Tradeco Limited
- Mer Manor Operations Limited
- Maple Hotels 1 Limited

Our supply chains include the sourcing of raw materials principally related to the provision of food and drink. Amaris Hospitality also uses an outsourced services provider for housekeeping and recruitment services.

## Amaris Hospitality Policies on Slavery & Human Trafficking

Amaris Hospitality is a company focussed on its people. As such, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our 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.

## Due Diligence Processes for Slavery & Human Trafficking

In direct response to the risk of slavery and human trafficking, Amaris Hospitality expanded its compliance framework to include:

- Enhanced recruitment control. Where possible, Amaris Hospitality will always recruit employees directly, using our robust recruitment process. This reduces the reliance on recruitment agencies and ensures optimum screening of the workforce;
- Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour by issuing them with a copy of our Modern Slavery and Human Trafficking Policy;
- We annually audit our outsourced housekeeping service provider to ensure that fair practices are in place along with high compliance with employment law;
- With regards to national or international supply chains in food & beverage, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the food chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the food & beverage chain, ultimately to the field or utility generator;
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers via our Human Resources team or confidential reporting helpline;
- We operate to high ethical standards in all of our business activities;
- We ensure equal treatment of all employees to prevent discrimination;
- Our remuneration packages for all job roles meet, or exceed, the minimum national requirements. This is audited monthly by our payroll team to ensure compliance;
- Underpinning these principles are the Group Health & Safety policy, the Group Code of Conduct and the Group Whistleblowing Policy, among others, which provide a means of raising concerns and, as appropriate, redress without fear of reprisal.

## **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 provide training to relevant members of staff. All Directors have attended an awareness session.

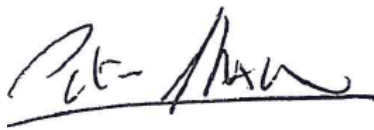
As a company providing an accommodation service to guests, training is provided to relevant team members to enable them to identify potential signs of slavery, human trafficking or child grooming and sexual exploitation by hotel guests.

## **Amaris Hospitality Effectiveness in Combating Slavery & Human Trafficking**

The company uses the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of Audits;
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.



Peter Stack  
Managing Director  
Amaris Hospitality Management Limited