

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and Human Trafficking remains a significant issue in the UK due to a combination of factors including vulnerabilities like poverty, discrimination, and lack of opportunities, which make individuals susceptible to exploitation. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

### ORGANISATION'S STRUCTURE

We are a family run operator of pub restaurants, letting rooms and events spaces. Our company has its head office in the UK and all of our venues are in the UK. The company had an annual turnover in excess of £41m for financial year ending 29<sup>th</sup> December 2024.

### OUR BUSINESS

Our business is organised into two business areas: Honeycomb Houses (Managed Sites), and, Lease and Tenanted Sites.

### OUR SUPPLY CHAINS

Our supply chains include the sourcing of raw materials principally related to the provision of food and drink.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

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. We always try to act ethically and with integrity in all our business relationships and we expect all of our supply chain partners to act the same way, as well as ensuring slavery and human trafficking is not taking place anywhere in our supply chains.

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk –

- Where viable, we run licenced premises as managed houses to ensure optimum control of the work environment;
- We limit the geographical scope of our licenced premises to ensure optimum supervision of the use of our properties;
- Where possible we build long standing relationships with tenancy partners and suppliers and make clear our expectations of business behaviour;
- Our supply chains are all through UK companies or branches 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 a 'back-one' 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 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.

#### SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chains and contractors to comply with our values. We will sever commercial relations with any supplier found to engage in, or permit through act or unreasonable omission, slavery and trafficking. The Operational Managers are responsible for compliance in their respective departments and for their supplier relationships.

#### TRAINING

All Directors and Senior Managers have been briefed on the subject of slavery and human trafficking.

#### OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use 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 House Audits by Area Managers and Business Development Managers;
- Use of labour monitoring and payroll systems; and

· Level of communication and personal contact with next link in the supply chains 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