

Group Statement

Modern Slavery & Human Trafficking

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MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT: DEFINITIONS, PURPOSE AND SCOPE

For the purpose of this statement, the term 'Company' means Qdos Entertainment Limited (Qdos) and any associated company.

The Company will publish a Modern Slavery & Human Trafficking Statement on the Company's website each financial year, setting out the steps the Company has taken during the previous financial year to ensure that slavery and human trafficking are not taking place in any of its supply chains and/or any part of its own business.

1. Introduction

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to remain alert to the risks in our business and in the wider supply chain.

Staff members are expected to report concerns and managers are expected to act upon them.

The Company is committed to taking steps which are reasonable and within its control ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. Relevant company policies include: Equality & Diversity, Harassment & Bullying, and Public Interest Disclosure (Whistleblowing). These policies reflect the Company's commitment to acting ethically and with integrity in all its business practices and relationships and to implementing and enforcing effective systems and controls to assure itself that slavery and human trafficking are not taking place anywhere in its supply chains.

2. Company structure and business

The Qdos Entertainment Group is one of the largest, broad-based entertainment Groups in Europe.

The Company's head office is in the UK. All trading outlets are in the UK.

The Group's business covers the following sectors: Theatres and Hospitality, Theatrical Productions and Hire, Talent Agency, Pubs, Restaurants and Rooms, Design and Print.

3. Supply chains

The Company's supply chains include the sourcing of raw materials, principally related to the provision of food and drink.

4. Due diligence

As part of its initiative to identify and mitigate risk, the Company:

- operates licensed premises as directly managed venues to ensure maximum control of the work environment;
- ensures optimum supervision of the use of Company property and premises;

- wherever possible, builds long standing relationships with local suppliers and customers; and
- makes clear the Company's expectations of business behaviour.

With regards to national or international supply chains, the Company's point of contact is preferably with a UK company or branch. The Company expects these entities to operate suitable anti-slavery and human trafficking policies and practices, and will state this as a condition of contract.

Whilst it is not practical for the Company (and every other participant in the supply chain) to have a direct relationship with all links in the chain, the Company expects each entity to adopt 'one-up' due diligence on the next link in the chain.

The Company has policies in place to protect whistle-blowers and to encourage concerns to be reported.

5. Adherence to values

The Company's Values and Behaviours promote equality, diversity and fairness throughout its business dealings. As part of this, the Company adopts a zero tolerance policy to slavery and human trafficking and expects its contractors and all those in the supply chain to support those values.

Company and Theatre Directors are responsible for compliance and supplier relationships in their respective business units.

6. Training

Staff members are briefed on modern slavery and human trafficking through the dissemination of this Statement. Staff members are informed of, and have access to, all Company policies and receive training, as necessary and appropriate.

7. Combating slavery and human trafficking

The Company uses the following key performance indicators (KPIs) to help control effectiveness and to ensure that slavery and human trafficking are not taking place in any part of its business or within any part of its supply chains:

- internal labour monitoring and payroll systems; and
- the level of communication and personal contact with its contact(s) in the next link in the supply chain and their understanding of, and compliance with, the Company's commitment to act ethically and with integrity in line with this statement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's Slavery and Human Trafficking Statement for the current financial year.