

## **Modern Slavery Act Statement**

This statement is made on behalf of Landmark Hotel London Ltd trading as The Landmark London, an independent 300 bedroom hotel operating in Marylebone, London. The Hotel has over 300 full time team members and has had a turnover in excess of £36 million for the financial year ended October 2024.

The Hotel operates at a five star level with full hotel services including Lodging, Spa and Food and Beverage facilities.

The Hotel's supply chain includes food and beverage, operational supplies and services with the majority of all goods and services being sourced locally from UK based companies.

The Landmark Hotel London Ltd is publishing this statement in compliance with the UK Modern Slavery Act 2015. This constitutes Landmark Hotel London's Slavery and Human Trafficking Statement for the financial year ended 31 October 2024.

Modern slavery is a crime and a violation of fundamental human rights. It has various forms such as slavery, servitude and human trafficking, all of which involve the removal of a person's liberty by another individual for personal or commercial gain.

## **Commitment**

The Hotel is committed to ensure that it conducts its business ethically and with integrity. The issues around Modern Slavery are core to our organisation's approach to social responsibility.

The Hotel does not use slave labour anywhere in its business, nor does the hotel tolerate forced or compulsory labour or human trafficking in any form. The Hotel is committed to ensuring that no such behaviour takes place in connection with the company.

This commitment extends to The Hotel's supply chain. We expect our suppliers to obey the laws that require them to treat workers fairly and provide a safe and healthy working environment. The Hotel will not knowingly use any supplier that does not adhere to these regulations.

## **Policy**

The Hotel is committed to ensuring that there is transparency in our business and also throughout our supply chain. To date we have petitioned and reviewed over 300 of our regular suppliers to ensure that our contractors, suppliers and other business partners are operating at the same level of diligence as The Hotel.

We conduct ongoing due diligence with all new suppliers being reviewed before trading commences to ensure compliance with legislation in this area. We expect that all our suppliers will hold their own suppliers to the same standard.

If a supplier does not meet the standards set out in our due diligence process or our standards for ethical conduct, we will not conduct business with that supplier.

Our Human Resources policies and practices help to prevent human trafficking through team member engagement, training and responsible recruitment practices.

### **Risks**

In order to identify and address risks of Modern Slavery we will:

- Continue to survey all suppliers that we conduct regular business with, collate and record the responses, taking action in any areas that are identified as a cause for concern.
- Address Modern Slavery as a formal business risk and review at appropriate meetings held within our business.
- Review our procurement process, identify Modern Slavery as a risk and assess on supplier audits.
- Ensure our right to work policy is followed with strict compliance.

### **Training**

The Hotel provides general awareness training on human trafficking with specific emphasis on the hotel industry which details how to identify signs of and report on any suspicious activities.

In addition training is delivered as part of all team members induction package.

### **Monitoring**

We intend to monitor our procedures in relation to modern slavery by

- Continuing to review our current supply chain,
- Reviewing all new suppliers prior to commencing trade,
- Training our team members to create awareness and ensure diligence in the workplace,
- Ensuring all team members adhere to our right to work policy.

This statement has been reviewed and approved by the Board of Directors and signed off by Fergus Stewart Chief Executive Officer of Landmark Hotel London Ltd.



Chief Executive Officer, Landmark Hotel London Ltd