

Modern Slavery Statement

[X HOTEL] Modern Slavery Statement [YEAR]

Our Commitment to Tackle Modern Slavery

At [Hotel Name], we are committed to upholding the highest ethical standards throughout our operations and supply chains. We recognise the risks associated with modern slavery and human trafficking and are dedicated to ensuring transparency and responsible practices. We are dedicated to running our business in a socially responsible way. This is core to our mission. We continually engage in dialogue with stakeholders across the industry, in government and civil society in order to reach collaborative solutions to some of the common critical social issues of our time. This transparency in supply chains statement outlines our policies, practices, collaborations, and action plan in addressing these issues.

Our Structure and Business Model

[DETAILS OF STRUCTURE AND BUSINESS MODEL. FOR EXAMPLE:

[Hotel Name] operates as a [HOTEL/HOTEL CHAIN] in [SPECIFIC LOCATION/WITH A GLOBAL PRESENCE]. We currently have operations in [NUMBER OF COUNTRIES] countries, offering hospitality services and accommodations to guests around [SPECIFIC LOCATION/THE WORLD]. Our brand portfolio consists of [NUMBER OF BRANDS] distinctive brands, each catering to different guest preferences and market segments.

Our corporate offices are located in [LOCATIONS OF CORPORATE OFFICES]. These offices serve as the central hub for various corporate functions, including Operations Management, Sales and Marketing, Finance and Accounting, Human Resources, Design and Development, Quality Assurance and Legal.]

In terms of operating models, [X HOTEL] operates through a [FRANCHISOR/MANAGER/LEASED/COMBINATION] model. [ADD DETAILS ASSOCIATED WITH YOUR MODEL]

To ensure a seamless guest experience and efficient operations, we may outsource certain roles and services. These may include housekeeping, maintenance, security, and food and beverage services. We work closely with trusted outsourcing partners,

ensuring that they adhere to our quality standards, comply with legal and ethical requirements, and align with our commitment to responsible business practices.

- [X NUMBER] corporate presence by countries
- [X NUMBER] hotels
- [X NUMBER] owned hotels
- [X NUMBER] franchised hotels
- [X NUMBER] direct employees
- [X NUMBER] subcontracted staff

OUR INDUSTRY: The UK hospitality sector is comprised of approximately 143,000 businesses, employs around 1.8 million people and, in 2019, generated £40.4 billion in Gross Value Added.¹⁰ Hospitality has been identified as a high-risk sector for modern slavery and businesses need to take the in the lead in the fight against it. [AMEND AS NECESSARY.]

Our Supply Chain

At [X HOTEL], we recognise the importance of transparency and responsible sourcing within our supply chains. Our commitment to ethical practices extends throughout our corporate supply chains, which include a wide range of goods and services necessary for operating our hotels and providing exceptional guest experiences.

We engage in a meticulous procurement process to source various goods essential for the smooth operation of our hotels. Our procurement categories include:

- Energy
- Food and Beverage
- Furniture, Fixtures & Equipment
- Travel
- Operating Supplies and Equipment
- Maintenance, Repair and Operations
- Commercial and Technology
- Marketing and Communications
- Professional Services
- Human Resources
- Real Estate

This guidance has been created to be used along with the Stop Slavery Blueprint.
Learn more: www.shivafoundation.org.uk/our-work/stop-slavery-blueprint

Our top supplier locations (across corporate and hotels operations) include:

- [INSERT LIST OF COUNTRY LOCATIONS]

At [X HOTEL], we are dedicated to continuously improving our supply chain practices, mitigating risks related to modern slavery and human trafficking, and promoting transparency at every stage. Through responsible sourcing, collaboration with suppliers, and ongoing monitoring, we strive to create a supply chain that aligns with our commitment to ethical operations and delivering exceptional guest experiences.

We are committed to responsible sourcing practices throughout our supply chains. This includes the following initiatives:

- **Due-diligence process:** [INSERT DETAILS]
- **Training:** [INSERT DETAILS]
- **Audits:** [INSERT DETAILS]
- **Supplier Code of Conduct:** [INSERT DETAILS]
- [OTHER INITIATIVES]

We have identified risk in [INSERT AREA/SUPPLIER/COUNTRY ETC] and have worked to mitigate the risk by [PREVENTION/RISK MANAGEMENT INITIATIVES].

Our Policies, Procedures and Practices

At [X HOTEL], we are committed to upholding high ethical standards and promoting responsible practices throughout our operations and supply chains. We have implemented comprehensive policies, procedures, and practices to ensure transparency, fair labor practices, and ethical sourcing. These include:

- **Supplier Code of Conduct:** [DETAILS]
- **Internal Labour Policies:** [DETAILS]
- **Recruitment Policies:** [DETAILS]
- **Procurement Procedures:** [DETAILS]
- **Human Resources Training and Guides:** [DETAILS]
- **Anti-Trafficking Committee:** [DETAILS]
- [OTHER POLICIES, PROCEDURES AND PRACTICES]

Our Partnerships and Collaborations

At [X HOTEL], we recognise that addressing the complex challenges of responsible supply chains requires collaboration and partnerships with various stakeholders. We actively engage in partnerships and collaborations to drive positive change and promote transparency.

- **Collaboration with Suppliers:** We engage in open dialogue, sharing best practices and promoting responsible sourcing. Through regular communication, we encourage our suppliers to align with our sustainability goals and uphold ethical practices in their own operations and supply chains. We do this by [DETAILS].
- **Industry Partnerships and Associations:** We actively participate in industry partnerships and associations that focus on responsible business practices and sustainability in the hospitality sector. By joining forces with like-minded organisation, we can collectively drive positive change throughout the industry. We are currently working with [DETAILS].
- **Non-Governmental Organisations(NGOs):** We partner with NGOs that specialise in issues related to human rights, labor practices, and sustainability. These include [DETAILS]
- **Community Engagement:** We actively engage with local communities where our hotels are located. Through community partnerships, we seek to understand and address local challenges, contribute to social and economic development, and support initiatives that empower and uplift communities. [DETAILS OF COLLABORATIONS],
- **Stakeholder Engagement:** We value the input and perspectives of our stakeholders, including guests, employees, investors, and local communities. Through ongoing dialogue and engagement, we seek to understand their expectations, address concerns, and incorporate their feedback into our supply chain management practices. We do this by [DETAILS].

Our Action Plan

OUR RESPONSIBILITY: We recognise that we have a responsibility to play a critical role in increasing awareness and taking what positive action we can to prevent this horrific crime.

OUR APPROACH: We take a zero-tolerance approach to modern slavery within our spheres of influence. However, we recognise that eliminating modern slavery is a long, complex process that can only be fully realised through constructive partnerships with law enforcement at all levels, governments, civil society organisations, communities, including our employees and customers, and business across industries. We also recognise that victims and potential victims must be put at the centre of our work. To demonstrate our absolute commitment, we are:

[DETAILS OF COMMITMENTS. FOR EXAMPLE:

- *Raising awareness of modern slavery by making our commitment to tackling it both public and readily available to guests, staff and business partners.*
- *Ensuring that our property is not used for exploitation in any form.*
- *Informing and equipping all our employees to tackle this issue and ensuring they are protected from exploitation themselves.*
- *Ensuring that modern slavery does not exist within our supply chains.*
- *Ensuring decisions made by our corporate teams are in line with this commitment.*
- *Working collaboratively with our suppliers to ensure their standards and commitment to tackling modern slavery is consistent with ours.*
- *Ensuring all reporting processes are well documented and communicated to all members of staff and subcontracted workers.]*

We have developed an action plan for the year to come to guide our efforts and drive positive change in our operations and supply chains. Our action plan encompasses the following key elements:

	[YEAR]	[YEAR+1]
	Actions taken this year:	Plan for next year:
<i>Supplier Due Diligence</i>	[DETAILS – SUCCESS & IMPROVEMENTS]	[DETAILS – PLANS & MONITORING/EVALUATION METRICS]
<i>Risk-Assessments and Mapping</i>	[DETAILS – SUCCESS & IMPROVEMENTS]	[DETAILS – PLANS & MONITORING/EVALUATION METRICS]
<i>Supplier Engagement and Collaboration</i>	[DETAILS – SUCCESS & IMPROVEMENTS]	[DETAILS – PLANS & MONITORING/EVALUATION METRICS]
<i>Employee Training and Awareness</i>	[DETAILS – SUCCESS & IMPROVEMENTS]	[DETAILS – PLANS & MONITORING/EVALUATION METRICS]
<i>Transparency and Reporting</i>	[DETAILS – SUCCESS & IMPROVEMENTS]	[DETAILS – PLANS & MONITORING/EVALUATION METRICS]

This statement has been reviewed and approved by [NAME OF HOTEL] Board of Directors.

[SIGNATURE]

[NAME OF DIRECTOR]

[TITLE OF DIRECTOR]

Endnotes

- 1 https://www.antislaverycommissioner.co.uk/media/1282/the-passage-modern-slavery-handbook_v3.pdf
- 2 *ibid*
- 3 *ibid*
- 4 *ibid*
- 5 <https://www.nationalcrimeagency.gov.uk/what-we-do/crime-threats/drug-trafficking/county-lines>
- 6 https://www.antislaverycommissioner.co.uk/media/1282/the-passage-modern-slavery-handbook_v3.pdf