

Tackling Modern Slavery: Call to Action

Our hotel strives towards running our business in a socially responsible way. We work to tackle modern slavery and human trafficking within our organisation and across the industry.

WE ARE COMMITTED TO:

- 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 of its forms.
- Informing and equipping all of 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.

WHAT WE DO:

Raise Awareness

- Displaying our commitment publically in the lobby area, bedroom area, etc.
- Conducting awareness raising workshops with all of our employees.

Be Informed

- Helping all staff understand how they can be vigilant in tackling modern slavery in their role.
- Putting systems in place to swiftly respond to incidents in a victim-centred way.

Do Research

- Carrying out exposure mapping of our supply chains.
- Raising the issue with our suppliers and working with them to tackle it.

Be Prepared

- Amending any relevant HR policies, procedures and handbooks to include best practice of tackling modern slavery.

Evaluate

- Reporting, monitoring and evaluating our approach on a regular basis.

Support Others

- Leading in the community by seeking other innovative ways to support those tackling modern slavery in our region.

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Modern Slavery incorporates:

- Human trafficking
- Debt bondage
- Forced labour
- Sexual exploitation
- Criminal exploitation
- Domestic servitude

Implications of modern slavery for the hotel industry:

- Use of hotels for sexual exploitation of children and adults.
- Staff, in particular those recruited or subcontracted via unscrupulous agencies, being victims of bonded or forced labour.
- Products and services supplied to the hotel being produced by forced or bonded labour, labour exploitation and unethical labour practices.

Raising awareness of modern slavery: guests

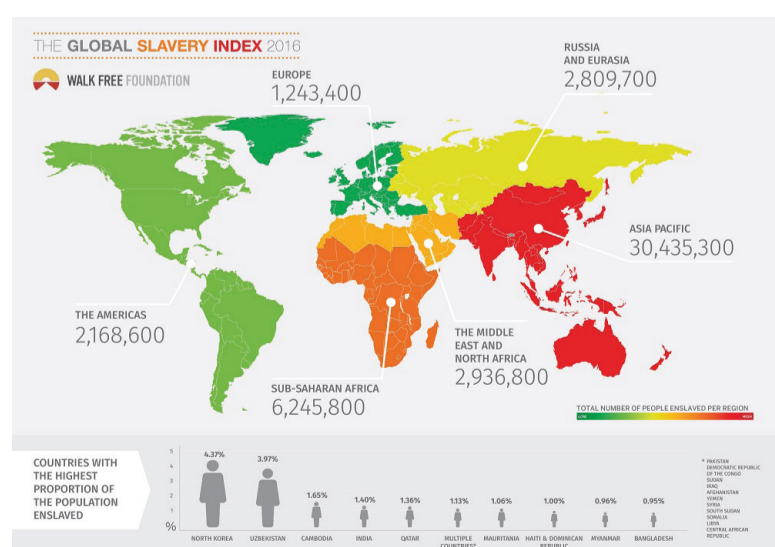
- A teenage girl uses cash to rent a room with an older man.
- An older man rents a room, with a young girl, and is always present when she has dealings with staff.
- A string of men enter and leave a particular room throughout the night, each staying for a short time.
- A group of young women enter the hotel saying they are waiting for a man to join them, you suspect they may be prostitutes - they are victims, not criminals.
- A guest requests a room overlooking the car-park or next door to a fire exit.

Raising awareness of modern slavery: staff

- Checks on right-to-work documents to ensure that the staff member is who they say they are and that the documents are presented by that person.
- Bank account is in a person's name and there are separate bank accounts for all staff members.
- Being aware of the behaviour and appearance of staff members.

Raising awareness of modern slavery: suppliers

- Audit of suppliers to ensure that our supply chains are free from modern slavery.
- Implementation of the [Supplier Code of Conduct](#).



There are an estimated 40.3 million victims of modern slavery in the world today.

In Europe, there are an estimated 115,140 victims of modern slavery in the hospitality sector annually.

If you see anything suspicious you would like to report, please contact [add in contact information for General Manager or Anti-Slavery Champion].