

Modern Slavery Statement

DTP Hospitality Limited

This statement constitutes the Modern Slavery Statement of DTP Hospitality Limited under the Modern Slavery Act 2015, and also that of certain subsidiaries of the company, namely DTP Finance Number 1 Limited and DTP Acquisition 1 Limited (together "DTP").

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The Act prohibits slavery, servitude, forced or compulsory labour and human trafficking ("Modern Slavery"). DTP is committed to ensuring Modern Slavery does not take place in its business, or within its supply chain, and understands that it can play an important role in helping overcome Modern Slavery and protecting against other human rights abuses.

Our business and supply chains

DTP owns 17 hotels located in key locations across the UK, which provide accommodation, food and beverage, conference and events services, leisure clubs and spas. DTP employs 1538 staff. The hotels of DTP are listed below:

Crowne Plaza Chester, Doubletree by Hilton Leeds, Crowne Plaza Glasgow, Doubletree by Hilton Manchester, Crowne Plaza Harrogate, Hilton Garden Inn Birmingham, Crowne Plaza Nottingham, Hilton Garden Inn Bristol, Crowne Plaza Plymouth, Hilton Garden Inn Glasgow, Crowne Plaza Solihull, Hotel Indigo Liverpool, Crowne Plaza Stratford-upon-Avon, AC by Marriott Salford Quays, Holiday Inn Peterborough West, AC by Marriott Birmingham, Doubletree by Hilton Chester Hotel & Spa.

Valor Hospitality Europe Limited ("Valor"), as the third party management company operating Hotels for DTP Hospitality Limited, has taken steps to reduce the risk of Modern Slavery existing in DTP's business and supply chains. Valor is not itself obliged to publish a Modern Slavery Statement. However, it operates under the compliance steps recorded in this statement.

DTP has supplier relationships with external businesses to support the running of the hotels as follows:

- An arrangement with Valor to manage the hotels on behalf of DTP Hospitality Limited;
- Arrangements for the supply of goods and services (including some provision through contractors) to the hotels; and
- Arrangements to supply agency workers to supplement hotel staffing needs.

Our actions in respect of Modern Slavery

This is the fifth Modern Slavery Statement published by DTP.

In the financial year 1 January 2021 to 31 December 2021, DTP and Valor have continued to maintain and enhance its Modern Slavery compliance programme. In the last financial year, DTP and Valor have focused on the following steps to reduce the risk of Modern Slavery existing in the business and its supply chains:

- Conducting a review of areas within the business and supply chains which present an increased risk of Modern Slavery occurring. This was undertaken via an online review involving suppliers completing a detailed checklist of many compliance aspects including Modern Slavery compliance.
- Continue its policy confirming its zero tolerance stance to all forms of Modern Slavery activities occurring in its business and/or supply chains. This is endorsed in our Employee Handbook.
- Cascaded annual training to our team to maintain awareness of Modern Slavery risks in our business.
- Scheduling a Modern Slavery risk assessment workshop to take place in the next

- financial year.
- Continuing the transition of all suppliers onto the OneTrust system where their Modern Slavery credentials can be verified.

Set out below are the details of the compliance steps that were in place in the relevant financial year.

Policies and Procedures

The following policies and procedures assisted DTP and Valor in combatting Modern Slavery:

- Central Register of Suppliers – this central register of suppliers holds details of approved contractors and suppliers for hotel goods and services. This central register includes a control process to limit the purchasing of items from sources which have not been assessed from a Modern Slavery perspective, thus controlling the potential risk of Modern Slavery.
- Our Modern Slavery & Human Trafficking Policy – this reflects our commitment to acting ethically and with integrity in our business relationships to ensure Modern Slavery is not taking place in our business and supply chains.
- Our Recruitment Procedures – as part of our on-boarding process, we carry out eligibility to work in the UK checks upon commencement and repeatedly when work permits expire. This year we have introduced an on-line portal, RightCheck, to assist in verifying right to work documents to ensure compliance.
- Whistleblowing Policy – Our whistleblowing policy enables employees to raise any genuine concerns in respect of Modern Slavery without suffering any form of detriment as a result.
- New or renewed contracts for services or supplies contain clauses under which suppliers warrant that Modern Slavery does not occur in their business or in connection with the services / supplies being provided. The contractual terms also enable regular reviews and audits, where DTP considers that necessary.
- Third parties are also subject to contractual controls in respect of Modern Slavery and which entitle DTP to immediately terminate the agreement in the event of breach.

Due Diligence

We conducted the following due diligence over the relevant period:

Suppliers have been entered on a central data base, One Trust, which will collate, store responses, certification and accreditations from our suppliers. In addition One Trust will send reminders and anniversary renewals automating the process whilst capturing a wider coverage of our supply base. Our GPO (group purchasing organisation) Foodbuy a part of Compass PLC has continued to audit their suppliers that DTP and Valor have used over the past 12 months.

Training and Awareness

- New employees completed Modern Slavery training as part of their hotel induction. The induction includes a section on the importance of reporting any concerns they may have about the suspicions of Modern Slavery.
- The requirement to be aware of Modern Slavery risk is included in the employee handbook as part of legal compliance and ethics.
- Employees completed human rights learning modules, which form part of our franchise agreements to operate hotels under licence from Marriott International Hotels, Hilton Hotels, and Inter-continental Hotel Group (IHG). These training standards are mandatory requirements, which contain detailed information on how to spot signs of, and help combat, Modern Slavery in our hotels.
- All our existing employees received annual refresher training on Modern Slavery and are empowered to identify signs of human trafficking.
- In respect of training, 940 new hire employees have undergone initial orientation training and 923 employees undertook refresher training on Modern Slavery in the last financial year.

Effectiveness of policies

- We have continued to monitor the effectiveness of our policies, compliance steps and training undertaken.
- The statistics for our Modern Slavery training are provided above.
- There have been no cases in respect of Modern Slavery reported under Whistleblowing procedures or by any other means.
- We consider that our stance on Modern Slavery is understood in our business and that we have a range of effective compliance steps in place.
- We will continue to monitor our compliance programme and consider enhancements.

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Our Future Focus

We are committed to our zero-tolerance policy in respect of Modern Slavery and will continue to review our processes and procedures to identify areas for ongoing improvement and complete the implementation of those steps described in the "our actions" section of this statement.

DTP is committed to conducting all of its business activities ethically, with integrity and with due consideration for human rights and fair labour practices.

DTP will immediately investigate any alleged incidents or complaints relating to Modern Slavery.

Approval

This statement has been approved by the board of directors of the undernoted companies on _____ 5th July 2022

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DTP Hospitality Limited

Signed: Date:



Name: Wanida Suksuwan Title: Director

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DTP Finance Number 1 Limited

Signed: Date:



Name: Wanida Suksuwan Title: Director

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DTP Acquisition 1 Limited

Signed: Date:



Name: Wanida Suksuwan Title: Director

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