



Modern Slavery and Human Trafficking Statement

About Maybourne

Maybourne Hotels Limited – situated in Knightsbridge, London - is the headquarters for the world-renowned Maybourne hotel collections (together 'Maybourne' or 'we'). Maybourne's hotels - Claridge's, The Connaught, The Berkeley, The Maybourne Beverly Hills, The Maybourne Riviera and The Emory – deliver authentic and timeless experiences, which reflect each of the hotel's individual natures and their guests' unique tastes.

The superior service of Maybourne is made possible by our outstanding workforce of over 2,200 employees. We are committed to protecting our colleagues and ensuring that modern slavery and human trafficking are not taking place in our supply chains or in any part of our business. We expect the same commitment and ethical compliance from our suppliers and business partners.

Our Policy on Modern Slavery

Maybourne is dedicated to upholding human rights, preventing modern slavery, and promoting fair labour practices within our business and supply chains. We do not tolerate any form of forced labour, slavery or human trafficking and we will take proactive steps to identify, eliminate and prevent such practices.

This statement outlines our commitment to combatting these practices and our policy sets out the measures we have in place to ensure our business and supply chains remain free from exploitation.

Our Employee Safety

Maybourne has implemented the following procedures to ensure that our employees are not vulnerable to exploitation:

- We conduct rigorous checks on all of our workers, including eligibility checks on our foreign and migrant workers.
- We maintain a central register of external recruitment agents.
- We have a whistleblowing policy which gives our people the ability to call out suspected wrongdoing

Our Training and Awareness

Maybourne's commitment to respecting human rights and preventing Modern Slavery is clearly communicated to all employees from the moment they join our esteemed workforce. Training on the Modern Slavery and Human Trafficking Policy forms part of the onboarding programme for all new members of employees. Our zero-tolerance approach to modern slavery and human trafficking is communicated in our electronic

Employee Handbook, which ensures that the whole organisation is made aware of our Policy, and the role each member of employee can play in helping to combat modern slavery and trafficking.

Our Supply Chain Due Diligence

We select highly reputable suppliers to deliver the quality and service that our guests value and trust. Central to our relationship with our suppliers is a shared commitment to preventing modern slavery and human trafficking across our business. Therefore, it is of the utmost importance that our suppliers meet our business' ethical standards and policy on modern slavery and human trafficking.

Our Supplier Code of Conduct establishes guidelines for our suppliers to follow when carrying out their responsibilities. This communicated to all the Maybourne's suppliers. Crucially, the policy asserts that our suppliers must support and respect the protection of internationally proclaimed human rights, which include:

- Health and safety
- Human rights
- Confidentiality and data protection
- Diversity and inclusion

Our Supplier Code of Conduct requires our suppliers to always apply these principles and to openly demonstrate that they are doing so.

Maybourne reviews and assesses the risk of slavery and human trafficking within its supply chain.

To drive our supplier compliance further, Maybourne provides all prospective suppliers with a Supplier Assessment Form to assure their compliance with our ethical business standards. The form includes questions on our suppliers' modern slavery and human trafficking policies and risk management processes. Our suppliers are required to update the form annually, this helps us ensure that our suppliers' actions and processes align with our values and ethical standards.

Our ongoing commitment

In its ongoing commitment to preventing exploitation and promoting ethical business standards, Maybourne will continue to monitor and measure the effectiveness of its Modern Slavery and Human Trafficking Policy.

Maybourne is publishing this statement in compliance with section 54 of the Modern Slavery Act 2015 on behalf of each of Maybourne Hotels Limited, Claridge's Hotel Limited, The Connaught Hotel Limited, The Berkeley Hotel Limited, and The Emory Hotels Limited, and details the steps taken to aid in the prevention of modern slavery and human trafficking during the financial year ending 31 December 2024.

This statement has been reviewed and approved by the board of directors of each of Maybourne Hotels Limited, Claridge's Hotel Limited, The Connaught Hotel Limited and The Berkeley Hotel Limited for the year ending 31 December 2023.

Signed on behalf of **Maybourne Hotels Limited** by:

Marc Socker
Director

Gianluca Muzzi
Director

Signed on behalf of **The Berkeley Hotel Limited** and **The Connaught Hotel Limited** by:

Fady Bakhos
Director

Signed on behalf of **Claridge's Hotel Limited** by:

Jeremy Cape
Director