

# AZZURRI GROUP

MODERN SLAVERY STATEMENT 2023-2024

This Modern Slavery and Human Trafficking Statement ("Statement") is made on behalf of the board of Azzurri Group ("Group") with regards to the Modern Slavery Act 2015. This Statement covers the Group's reporting following the 2024 financial year period (03/07/23 to 30/06/24). In accordance with section 54(1) of the Modern Slavery Act, this Statement articulates the Group's policies and practices around recognising and preventing human trafficking and slavery in the global supply chain.

### **About Azzurri**

The Azzurri Group is a market leader in the UK hospitality sector. The Azzurri Group employs over 6,000 people, serving over 15 million meals a year in our growing estate of over 230 restaurants and shops.

### **Our policies and values**

The Azzurri Group is committed to upholding social and environmental best practices in line with Recipe For A Better Future, its sustainability strategy.

The Group is committed to the letter and spirit of the Modern Slavery Act, and recognises its responsibility to assess actual and potential human rights impacts across its operation and supply chain. The Group seeks to work with value-aligned partners and suppliers. The Azzurri Business Code of Conduct sets expectations for suppliers working with the Group, and reflects the Group's commitment to acting ethically and with integrity in all business relationships. The Group expects suppliers to implement and enforce systems and controls to ensure slavery and human trafficking is not taking place anywhere in their supply chains. The Group has commenced the process of integrating the Azzurri Business Code of Conduct into its contracts with all new suppliers in its supply chain.

The Business Code of Conduct includes the following core values which we require our suppliers to work towards:

- Employment is freely chosen
- Freedom of Association is respected
- Working Conditions are safe and hygienic
- Child labour is not used
- Living Wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is permitted

### **Due diligence**

The Group has also commenced mapping of its supply chain and supplier relationships. Once the supply chain map is established, the Group will take steps to design and implement a monitoring process to monitor potential risk areas in our supply chain.

### **Risk assessment, KPIs and training**

In 2022, the Azzurri Group carried out a materiality assessment as part of its sustainability strategy review process to help the Group identify material social and environmental issues relevant to the Group's operations. The materiality assessment included the topic of human rights. Following the results of the materiality assessment, the Group reviewed salient issues and risks associated to modern slavery as part of its annual business-wide risk review process. Suitable short and long-term actions were assigned to identified risks, as referenced in this Statement.

As an outcome of this review process, the Azzurri Group has undertaken an examination of salient issues and risks associated to human rights and modern slavery in its operations. The examination was conducted by a third-party, and identified focus areas to mitigate potential risks across the dimensions of sexual harassment, bullying and harassment, stress and mental health, diversity, equity and inclusion in the workplace.

Since then, the Group has introduced quarterly monitoring of any allegations and corrective actions in relation to discrimination. If any commonalities or themes are identified, appropriate actions are considered and implemented if required. Any concerns or allegations raised in relation to discrimination are appropriately dealt with as per our Grievance Policy and Disciplinary policy. In the past financial year, the Group has also updated available training for employees on topics such as diversity and inclusion and wellbeing. The Group is committed to constantly reviewing its employees' training needs.

The Azzurri Group also intends to undertake a risk assessment in respect of its supply chain to set accurate key performance indicators and measure progress over time.

### **Conclusion**

The Board of Azzurri Group has considered the issue of Modern Slavery at a Board meeting on the 21<sup>st</sup> of November 2024.

This Statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes Azzurri Group's Modern Slavery and Human Trafficking Statement for the financial year commencing 03/07/23 and ending 30/06/24.

Date 27/11/2024

A handwritten signature in black ink that reads "SJ Holmes". The signature is written in a cursive, slightly slanted style.

Stephen Holmes  
CEO