

MODERN SLAVERY STATEMENT 2025

This Modern Slavery and Human Trafficking Statement ("Statement") is made on behalf of the board of Azzurri Investment Group Limited (the "Azzurri Group" or "Group") with regards to the Modern Slavery Act 2015. This Statement covers the Group's reporting following the 2025 financial year period (01/07/24 to 29/06/25). 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.

1. Organisation Structure

The Azzurri Group is a market leader in the UK hospitality sector. Parent company to five brands - Zizzi, ASK Italian, Coco di Mama, boojum and Mind Blowing Chicken, which operates the Dave's Hot Chicken franchise- the Azzurri Group is part of hundreds of communities across the UK and the Republic of Ireland. Across our growing estate of over 230 restaurants and shops, we host millions of dining experiences, brought to life through the passion of over 6,000 team members and the support from our suppliers.

2. 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. At the core of it all, we are a people business and have a duty to look out for their safety.

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. All Food & Beverage suppliers are further required to agree to our Business Code of Conduct as part of our supplier and product information management tool.

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

3. Risk Assessment & Due Diligence

As part of our ongoing commitment to ethical sourcing and the prevention of modern slavery, the Azzurri Group has partnered with Sedex, one of the world's leading platforms for managing responsible sourcing in supply chains. This collaboration enables us to better understand and assess the risks of forced labour, human trafficking, and other forms of exploitation across our supplier network. Through Sedex's Self-Assessment Questionnaire (SAQ) and risk tools, we are able to identify high-risk geographies, sectors, and supplier practices. This data-driven approach will allow us to prioritise engagement with suppliers operating in regions or industries with elevated risk profiles and to implement targeted due diligence measures. Our partnership with Sedex also facilitates greater transparency and accountability, helping us to continuously improve our risk management framework. Under our updated Business Code of Conduct, it is now a requirement for all our suppliers to become members of Sedex or a similar platform.

Going forward, we will set annual KPIs in relation to our Sedex usage, ranging from supplier onboarding to audit completion or issue mitigation.

4. Supporting Policies & Board-Level Governance

At Azzurri, we want to make sure that individuals can raise concerns regarding malpractice, illegality, danger and wrongdoing, without the fear of victimisation. Supporting this intention, our Whistle-Blowing Policy sets out the necessary steps for any employee to raise such concerns safely. Employees can also raise any additional concern or allegations raised in relation to discrimination in accordance with our Grievance Policy and Disciplinary policy.

Additionally, the Group holds quarterly Board meetings where any allegations and corrective actions in relation to discrimination are discussed. If any commonalities or themes are identified, appropriate actions are considered and implemented as required.

Conclusion

This Statement has been approved by the Board of the Azzurri Group and 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 01/07/2024 and ending 29/06/25.

Date: 09/12/2025

Steve Holmes - CEO

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