



Modern Slavery Statement

This statement is made in pursuant to the section 54(1) of the Modern Slavery Act and comprises our statement on Modern Slavery and Human Trafficking for the financial year ending 31st December 2023.

The senior management team, and everyone who works for Burger & Lobster Restaurant Group Ltd recognises that Modern Slavery is in breach of our fundamental human rights and is a crime, it is also a direct contradiction of everything Burger & Lobster stands for. We are in full commitment of the Modern Slavery Act 2015 and do not tolerate slave labour anywhere within our business and take steps to ensure our partners and suppliers do not either.

Our Supply Chain

Our supply chain is made up of approximately 130 suppliers including but not limited to the supply of food, drinks and non-consumable items. The supply chain is diverse and comprises of both national and international suppliers.

As part of our due diligence, we are undertaking initiatives to ensure that employment practises are considered as part of any procurement process and request that our suppliers comply with all applicable laws and ensure compliant working practices; including not utilising any form of compulsory labour or human trafficking. We expect all our suppliers to monitor their own supply chains to ensure modern slavery is not in place.

Our due diligence is not always limited to the above, Burger & Lobster on occasion holds face to face meetings with our key suppliers, within which discussions will take place regarding their commitment to ensuring no slavery or human trafficking takes place within their organisation.

Burger & Lobster will take very seriously any instance of suppliers being involved directly or indirectly in modern slavery or human trafficking and our response to any such discovery will be swift, ensuring the appropriate action is taken.

Burger & Lobster intends to carry out the following steps to further ensure there is no human trafficking in our supply chains:

- Identify suppliers and products where risk is possible and carry out relevant risk assessments.
- For any current supplier without a policy, liaise with the supplier to understand their future efforts and actions they have in place to address this issue.
- Monitor suppliers on a continual basis.
- Continually review our due diligence processes



Policies on Modern Slavery

Our modern slavery policy reflects our commitment to ensuring we have the appropriate process and controls to ensure slavery or human trafficking does not take place within our business.

Our modern slavery policy is in place to help everyone within our business to be able to identify signs of human trafficking and slavery and have a clearly defined escalation procedure in place for them to raise their suspicions. Any employee making a disclosure in good faith can be reassured that they will not be subject to any detriment for making such a disclosure.

We will not tolerate any of our employees being involved in slavery or human trafficking. Any employee that contravenes our modern slavery policy will have the appropriate disciplinary action taken against them.

Measuring Effectiveness

We will know the effectiveness of our approach to combating modern slavery and human trafficking by the following:

- No reports received any employee, contractor, the public, or law enforcement agencies that highlight that modern slavery has occurred
- Any due diligence checks undertaken do not give concern regarding modern slavery and Burger & Lobster not having received reports of suppliers involved in such practices
- The continually training of key colleagues, and timely training of new colleagues after key changes in personnel.

Training

To ensure a high level of understanding of the risks surrounding modern slavery, we will undertake appropriate training to key colleagues so that they are aware and alert to signs of modern slavery, and to ensure they are equipped to take any appropriate action if they have suspicions.

Governance

Overall responsibility for compliance is cascaded to the department heads including IT, Property, HR, Operations & Marketing who all have responsibility for supplier relationships within the business.