

# LOUNGES & COSY CLUB

## ANTI -SLAVERY AND HUMAN TRAFFICKING STATEMENT

### LOUNGERS LIMITED

#### INTRODUCTION

Loungers Limited ("Loungers") recognises that modern slavery and human trafficking has the potential to affect its business and its supply chain. At Loungers, we are committed to maintaining, improving and introducing appropriate and proportionate safeguards within our business and supply chains with the aim of ensuring there is no slavery and human trafficking present within any areas of our business.

#### OUR BUSINESS

Loungers was founded in 2002 and is the operator of Lounge Café Bars and Cosy Club Bars and Restaurants. We operate over 100 café-bars and restaurants across the UK and employ over 2500 staff. There is great scope for growth for our business, with over 500 sites identified in the UK. Through this planned expansion we will remain committed to the ideals of a responsible business by establishing programs and systems that protect workers within our supply chains and within our business.

#### OUR SUPPLY CHAINS

Our supply chain is extensive and diverse, providing products and services via a broad range of food, drink and non-consumable wholesalers and manufacturers, as well as service partners who support our business in all aspects of day-to-day operations, logistics, legal and technological areas. We strive to develop strong working relationships with all of our suppliers and partners and encourage a transparent working ethos and a requirement for ethical and sustainable products from across the UK and around the World.

We expect all of our suppliers and partners to demonstrate a similar approach towards the protection of workers' rights, wellbeing and welfare and proactively discuss provenance, authenticity and sourcing of all products and services offered, procured and supplied into the Loungers business.

We have a zero-tolerance approach to modern slavery and we expect that all of our contractors, suppliers and other business partners will also adopt a zero-tolerance approach. Therefore, as part of our contracting processes, we include (or will include at the point of contracting or renewal of contracts) specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect that our suppliers will hold their own suppliers to the same high standards

#### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have implemented a Modern Slavery Policy which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. A copy is included with the statement.

Our employees and all direct suppliers will be required to comply with this policy. Implementations of this policy, together with contractual measures requiring compliance with the Modern Slavery Act which we will implement with our tier 1 suppliers, provide a means to:

- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains;
- Encourage reporting of actual or suspected instances of modern slavery; and
- Protect whistle blowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 23<sup>rd</sup> April 2018.

Signed by Hans Cuy

Director, for and on behalf of Loungers Limited

Date 24/11/17