

THE PIG



Modern Slavery Statement

Home Grown Hotels Limited ("THE PIG") is publishing this statement in compliance with Section 54 of the Modern Slavery Act 2015.

This statement is made in respect of the financial year ending 31 December 2023. It details the steps taken during the year to ensure that slavery and human trafficking is not taking place in our supply chain or business.

Our commitment

THE PIG leads the industry in doing hospitality the right way. We operate to the highest standards in all aspects of our business, and are genuinely committed to ensuring that modern slavery has no place in our business or supply chain.

Our structure

THE PIG and its subsidiary company HGH (Staff Houses) Limited are UK companies and form part of The Pig Hotel Group. THE PIG is our trading company which owns and operates our hotels. Our ultimate UK parent company is The Pig Hotel Holdco Limited ('Holding Company').

We operate hotels across the south coast in Hampshire, Dorset, Kent, Devon, Somerset, Cornwall and West Sussex. We have eight hotels in total, with another three in the pipeline. True to how we started we are essentially restaurants with rooms. Each PIG uses foods and ingredients predominantly from its own kitchen gardens which are the beating heart of the operation. Everything is driven by the gardener/forager and chef.

Our supply chain

We have direct relationships with our suppliers. The vast majority of our tier 1 supplier network are based in the UK. We only work with suppliers which we believe conduct their business to same high ethical standards as us.

Our largest supplier category centres around the hotels. This includes food and beverage, fixtures, fittings, furnishings, equipment, and construction contractors working on new hotels and existing hotel renovations.

We also work with various head office suppliers which are predominantly providers of services. These include technology providers who provide systems/software for our operations, professional services such as legal and accountancy services, and consultancy services.

Our policies

We recognise that effective policies are a critical tool in combatting modern slavery.

We have a Modern Slavery Policy in place which sets out our commitment in this area. The policy details potential indicators of modern slavery, and reminds employees of their responsibility to prevent, detect and report any concerns which they may have. Our Whistleblowing Policy sits alongside our Modern Slavery Policy. It is aimed at employees and encourages colleagues to report any wrongdoing.

We also operate a Responsible Purchasing and Practices Policy which sets our high expectations for our suppliers.

Risk management and due diligence processes

We recognise that the hospitality industry is at a higher risk of exposure to modern slavery.

Our workforce is predominantly employed by us, including seasonal labour. We use a very small amount of agency labour (less than 1% of our workforce). Having direct control over how the team working in our hotels are employed reduces the risk that someone working for our business might be a victim of modern slavery.

Hospitality for us is not about a transient workforce. We encourage hospitality as a career and provide various opportunities for genuine progression within our business. See our PIG pathways: [What We Can Do - The PIG \(thepighotel.com\)](#)

Migrant workers can be more vulnerable to modern slavery. We ensure that all employees have a valid right to work permit as part of our recruitment process.

Some of our suppliers operate in sectors which present a higher risk of modern slavery, such as agriculture and fishing. We carry out site visits on all our food suppliers every two years as part of our Responsible Purchasing and Practices Policy.

Training

Our staff are educated on the risks of modern slavery through training available on our e-learning platform.

Further steps

Our focus for the coming financial year is as follows:

- Complete a business-wide risk assessment.
- Review and update our policies.
- Review our current e-learning.
- Update our contracts.

This Modern Slavery Statement was approved by the Home Grown Hotels Limited Board on 27 June 2024.



Tom Ross

CEO

27 June 2024