



HUMAN RIGHTS POLICY

We conduct our business activities in accordance with a set of core values which capture in words the spirit of Relish and what we stand for.

Two of these core values specifically underpin this Policy:-

- **Responsibility** – we take responsibility for our actions, individually and as a Group.
- **Openness, Trust and Integrity** – we set the highest ethical and professional standards at all times. We want all our relationships to be based on honesty, respect, fairness and a commitment to open dialogue and transparency.

Scope of the Policy

Human rights are basic rights to which everyone is entitled. They define minimum standards of behaviour that countries are expected to abide by to ensure the dignity of their people. Relish fully supports everyone's entitlement to human rights and respects the principles of the United Nations Global Compact.

The scope of human rights is broad and includes:

- non-discrimination and behaviour towards vulnerable groups
- civil and political rights
- economic, social and cultural rights
- fundamental principles and rights at work

More detail on our approach to specific human rights, such as our relations with employees and others such as suppliers, are covered in greater detail in relevant specific policies, which can be viewed on our website at www.relishevent.co.uk. These policies include our:

- Company Handbook
- Health and Safety Policy
- Data, Privacy & Information Security
- Quality Assurance Policy
- Food Safety Policy Statement
- Supply Chain Integrity Policy
- Environmental Policy

This Policy should be read in conjunction with those other policies.

Responsibility for human rights

Responsibilities of our employees

It is the responsibility of all our employees, wherever they work, to ensure that they adhere to our policies and avoid any breach of human rights principles by behaving in a responsible way and acting with integrity at all times.

All employees, should they wish to report any serious concerns they may have about wrongdoing in the work place, can contact a company Director to raise the following types of issues:

- evidence of a breach of human rights committed by a Relish colleague, business partner or unconnected organisation or individual in areas of the Relish operations
- breach of their own human rights in relation to an act by another Relish employee or someone associated with Relish.



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Responsibilities of our Leadership Team

The Relish Board of Directors is responsible for the overall stewardship of the Group. They are committed to the highest standards of governance and set Group policies accordingly. The Senior Management Team are responsible for the execution of this Policy.

Our HR Manager will ensure that any reports of human rights abuses are appropriately investigated immediately and reported to the Group Board in a timely manner.

Our Senior Management Team will also:

- ensure that this Policy is brought to the attention of all employees.
- use best efforts to make all interested parties such as suppliers aware of this Policy.
- raise awareness of human rights and ensure that appropriate human rights training is conducted.
- ensure that human rights are included in our risk assessments.
- publicly report on the Relish Group performance in relation to human rights annually.
- develop detailed human rights policies in specific areas as the need is identified.

Measuring our performance

The following indicators will be used to assess Relish Group performance in the area of human rights:

- total number of incidents of substantiated human rights breaches and actions taken.
- number of human rights grievances related to Relish reported by employees via the HR Manager.
- significant actual and potential adverse human rights impacts in the supply chain and actions taken.

Monitoring our effectiveness

This Policy will be reviewed annually by the Board of Directors.

SLAVERY & HUMAN TRAFFICKING STATEMENT



Introduction

Our position on human rights within Relish is clear and covered in our long established ethical business practices and, more explicitly, in our Staff Handbook. We respect the human rights of all our employees and those within our supply chain and have zero tolerance of slavery and human trafficking.

We are committed to ensuring that slavery, trafficking, bonded labour, forced or servile marriage, descent-based slavery and domestic work and slavery does not take place in our business or any part of our supply chain by seeking to:

- Ensure our recruitment processes are transparent and reviewed regularly, with robust processes in place for the vetting of the appointment of our people;
- Raise awareness of the issue amongst our people and our suppliers to combat the hidden nature of modern slavery;
- Challenge and support our suppliers in the effort to drive out modern slavery and human trafficking; and
- Apply the spirit, as well as the letter of the law, to our internal practices.

Our business

Relish is one of the UK's leading event and contract catering companies specialising in Green Field event catering. The Relish Group also operate a number of fixed sites under a combination of lease, licenses and contract, as well as a number of privately owned sites.

Relish employs 150 people across the country.

All our businesses are dependent on our people and our supply chains to support the delivery of our services. Each business is responsible for ensuring that they can demonstrate compliance with the Modern Slavery Act by working to our Group policies and procedures.

Further information on our business can be found at: www.relishevent.co.uk

Our supply chains

Occasionally we use temporary labour to support our operational requirements in certain areas (e.g. cleaners, catering staff, porters, and chefs). The materials we buy are in support of the services we deliver and our only goods for resale belong to our catering business.

Our governance in relation to slavery and human trafficking

We have a long-established set of policies and procedures covering human rights in general and specifically addressing relevant areas to minimise the risk of slavery or human trafficking occurring in our businesses or supply chains.

Our Staff Handbook forms the cornerstone of our wider ethical business framework. It provides our people with the guidance and support necessary to carry out their work in the right way. We designed our code to help our people understand Relish's core values and the responsible behaviours which underpin them. It provides guidance and support for all Relish personnel when undertaking their work and draws together all of our long-standing policies and procedures from all business areas into one simple and practical guide. A copy of the Staff Handbook is available at www.relishevent.co.uk.

We demand the highest levels of ethical and moral stewardship in Relish. We are committed to being a responsible business and to developing mutually beneficial and sustainable relationships with our stakeholders and business partners, based on trust and co-operation.

Our people

Over and above the requirements of the Modern Slavery Act, we endorse the tenets of the United Nations Global Compact Principles, the International Labour Organisation Declaration on Fundamental Principles and the Rights at Work and the Ethical Trading Initiative 'Base Code'. We strive to ensure that employment is chosen freely; freedom of association is respected; working conditions are safe and hygienic; child labour is not used; wages are not lower than minimum wage; working hours are not excessive; no discrimination is practised; regular employment is provided; and no harsh or inhumane treatment is allowed.

We endeavour to carry out appropriate checks to ensure that any new applicant is suitable for the role that they have applied for. Prior to making an offer, it is our usual practice to ensure that all applicants are aware of what checks we will carry out. We make job offers subject to appropriate satisfactory vetting procedures (where required).

All our people undergo identity and Right to Work checks prior to commencing employment. We also carry out reference checking and, where applicable, DBS checks. We employ most of our people directly or on a fixed-term basis with checks in place to ensure that payment of salary is made direct to that person.

In addition to striving to ensure compliance with legislative requirements, we carry out additional background checks on a risk basis, either through our own assessment or one carried out in conjunction with our client.



Employee awareness and compliance

Our Staff Handbook and Code of Conduct set out our policies and key procedures. We give all our people access to the Handbook which contains our Code of Conduct when they begin working for Relish.

These core documents, together with our targeted awareness on Modern Slavery and human trafficking helps us to deliver our key messaging so that our people can comply with our requirements.

Supply chain

We expect our suppliers and other business partners to have the same high standards as we impose on our own business. We actively promote safe and fair working conditions, including the responsible management of environmental and social issues within our supply chain.

As part of our on-boarding process, our suppliers are required to read and acknowledge our Supplier Code of Conduct and our Supplier Guidance – Modern Slavery Act 2015 document. These documents set out key requirements for our suppliers including, amongst other things, the mitigation of risks associated with slavery and human trafficking.

Our Standard Terms and Conditions require our suppliers to comply with all legal requirements, including adherence to the Modern Slavery Act. These can be found at www.relishevent.co.uk

Business and supply chain risk assessment and risk management

With the introduction of the Modern Slavery Act, we assessed our supply chain for potential areas of increased risk of non-compliance to the Act. We continue to do this and, where areas are identified, we carry out an audit, which will include a focus on compliance with employment as well as other regulatory and sustainability criteria. The defined criteria for assessing potential areas of risk within our supply chain are:

- Companies that operate using temporary low skilled labour;
- Operations outside of the UK / EU regulatory frameworks;

Our due diligence and audit processes in relation to slavery and human trafficking

We enforce our policies and procedures in an effort to ensure that slavery and human trafficking is not taking place anywhere in our business or supply chain.

Our supplier on-boarding process includes standard due diligence procedures, which help us assess the suitability of a vendor to provide goods and services to Relish against compliance to required standards. This process captures confirmation that they are committed to ensuring that slavery and human trafficking is not taking place within their own supply chain.

If the outcome of an assessment audit identifies any weaknesses in governance, we will seek to agree a detailed plan of action with the supplier to remedy the deficiencies. Failure by a supplier to respond to the questionnaire or to provide assurances that it has satisfactorily assessed its own risk of modern slavery, may lead us to review our business relationship.

The effectiveness of our processes

We are using a number of key performance indicators (KPI's) to measure how effective we have been in communicating awareness of our core policies and procedures related to the requirements of the Modern Slavery Act, and our other actions to seek to ensure that slavery and human trafficking is not taking place in any of our businesses or supply chains. The KPI's used to measure against will be subject to ongoing review by the Board of Directors to ensure their continued effectiveness.

Training on slavery and human trafficking

We continue to strengthen employee awareness of our stance on slavery and human trafficking. We have created awareness guidance for our suppliers, and training for our own people, so they understand the issues involved, become more aware of the risks, the signs to be vigilant of and how to raise awareness should they see or fear something suspicious.

We believe that improved awareness is one of our most effective methods to reduce the risk of modern slavery and with the help of both our employees and suppliers we aim to ensure that there are no opportunities to hide forced labour within our organisation or our supply chain.

Whistleblowing

We encourage our people, customers and suppliers to report any concerns about unlawful conduct that they suspect is taking place at work. This includes any concerns regarding the risk of slavery or human trafficking. Issues are reported direct to the HR manager.

In addition, employees who believe that they have come across an instance of modern slavery (or who may be a victim) and who need information and/or guidance on remedy, compensation and justice will be advised of their right to contact the Modern Slavery Helpline and/or other specialist support and assistance providers across the UK.

Our commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Relish Group human right, slavery and human trafficking statement.