



PPC HOSPITALITY (UK) COMPANY LIMITED

MODERN SLAVERY STATEMENT

This statement constitutes the Modern Slavery Statement of PPC Hospitality (UK) Company Limited (“**PPC**”) under the Modern Slavery Act 2015 (the “**Act**”), and also that of certain subsidiaries of the company, namely PPC Inter-Finance Number 1 Limited and DTP Acquisition 1 Limited (together “**PPC**”).

The Act prohibits slavery, servitude, forced or compulsory labour and human trafficking (“**Modern Slavery**”). PPC is committed to ensuring modern slavery does not take place in its business, or within its supply chain, and understands that it can play an important role in helping overcome modern slavery and protecting against other human rights abuses.

Our Business and Supply Chains

PPC owns 17 hotels located in key locations across the UK, which provide accommodation, food and beverage, conference and events services, leisure clubs and spas. PPC employs 1,961 staff. The hotels of PPC are listed below:

- Crowne Plaza Chester
- DoubleTree by Hilton Leeds
- Crowne Plaza Glasgow
- DoubleTree by Hilton Manchester
- Crowne Plaza Harrogate
- Hilton Garden Inn Birmingham
- Crowne Plaza Nottingham
- Hilton Garden Inn Bristol
- Crowne Plaza Plymouth.
- Hilton Garden Inn Glasgow
- Crowne Plaza Solihull
- Hotel Indigo Liverpool
- Crowne Plaza Stratford-upon-Avon
- AC by Marriott Salford Quays
- Holiday Inn Peterborough West
- AC by Marriott Birmingham
- DoubleTree by Hilton Chester Hotel & Spa

The above hotels are licensed and operated under the InterContinental Hotel Group (“IHG”), Hilton Hotels and Resorts and Marriott International franchises and, as a result, PPC is committed to implementing and complying with the policies and procedures of IHG, Hilton and Marriott. Policies of IHG relevant to modern slavery including IHG’s Code of Conduct, Human Rights Policy and Supplier Code of Conduct can be found [here](#). Copies of IHG’s Modern Slavery Statement can be found [here](#). Hilton’s statement relevant to modern slavery can be found [here](#). Hilton’s Code of Conduct can be found [here](#). Marriott’s policies relevant to modern slavery can be found [here](#). Marriott’s Supplier Code of Conduct can be found [here](#).

PPC Hospitality (UK) Company Limited (Company Number 01958053)

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Valor Hospitality Europe Limited ("Valor") has taken steps to reduce the risk of modern slavery existing in PPC's business and supply chains. Valor is not itself obliged to publish a Modern Slavery Statement however, it operates under the compliance steps recorded in this statement.

PPC has supplier relationships with external businesses to support the running of the hotels as follows:

- An arrangement with Valor to manage the hotels on behalf of PPC.
- Arrangements for the supply of goods and services (including some provision through contractors) to the hotels; and
- Arrangements to supply agency workers to supplement hotel staffing needs.

Our Actions in Respect of Modern Slavery

This is the first Modern Slavery Statement published by PPC. The previous 6 statements for this business have been published whilst trading as DTP Hospitality Limited.

In the financial year 1 January 2024 to 31 December 2024, PPC and Valor have continued to maintain and enhance its modern slavery compliance programme. In the last financial year, PPC and Valor have focused on the following steps to reduce the risk of modern slavery existing in the business and its supply chains:

- Continuing its policy confirming a zero-tolerance stance to all forms of modern slavery activities occurring in its business and / or supply chains. This is endorsed in our Employee Handbook.
- Cascading annual training and awareness campaigns to our team to maintain awareness of modern slavery risks in our business.
- Continuing the transition of all core suppliers onto the One Trust system where their modern slavery credentials can be verified. 85% of core suppliers have been registered and verified. Ongoing work continues to improve upon this.
- Continuing regular quarterly meetings of the Modern Slavery Group where the policies and procedures in place to monitor areas of the business and supply chains which present an increased risk of modern slavery occurring, are reviewed, and assessed for continued suitability.
- Maintaining a well-advertised and easily accessible Whistleblowing helpline for reporting any modern slavery related concerns.
- Issuing standard guidelines for hotels when using local vendors, high-street stores, and local service providers, along with an assessment form to assist in identifying any potential modern slavery risks within those businesses and seeking the confirmation of those suppliers that they agree to adopt PPC and Valor's stance on modern slavery. A procedure has been introduced in the hotel compliance audits to check that these documents are in place. Recent audits indicate 102 local suppliers have been asked to complete and comply with a modern slavery assessment document. Work will continue to ensure all relevant suppliers are identified.
- Seeking to reduce the number of workers required from third-party agencies by building banks of directly employed occasional workers. Where the use of agencies to supply temporary staffing solutions is still required, PPC has continued to access these via one master vendor system, which takes responsibility for verifying the modern slavery credentials of all third-party agencies supporting the business. An annual audit is completed by the master vendor on behalf of Valor to ensure agency compliance with all requirements to prevent modern slavery.
- We continue to co-operate with all corporate booking agents in providing information to satisfy their enquiries regarding PPC's actions to prevent modern slavery occurring within the business and our supply chains.

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- We cooperate fully with any requests from the police or other authorities to participate in local awareness campaigns or test activities.

Set out below are the details of the compliance steps that were in place in the relevant financial year.

Policies and Procedures

The following policies and procedures assisted PPC and Valor in combatting modern slavery:

- One Trust – this central database of suppliers holds details of approved contractors and suppliers for hotel goods and services. This central database includes a control process to limit the purchasing of items from sources which have not been assessed from a modern slavery perspective, thus controlling the potential risk of modern slavery.
- Our Modern Slavery & Human Trafficking Policy – this reflects our commitment to acting ethically and with integrity in our business relationships to ensure modern slavery is not taking place in our business and supply chains.
- Our Recruitment Procedures – as part of our onboarding process, we carry out eligibility to work in the UK checks upon commencement and repeatedly, as required, when work permits and Visas expire. This process is facilitated by an on-line portal, Right Check, which assists in verifying right to work documents to ensure compliance.
- Our employee management system identifies any duplication of key data such as bank accounts and national insurance numbers which could be an indicator of modern slavery
- Our whistleblowing policy enables employees to raise any genuine concerns in respect of modern slavery, in confidence if required, and without suffering any form of detriment as a result. This whistleblowing facility is advertised on both the company communications channel and TV screen noticeboards within Team Space (back of house areas).
- New or renewed contracts for services or supplies contain clauses under which suppliers warrant that modern slavery does not occur in their business or in connection with the services / supplies being provided. The contractual terms also enable regular reviews and audits of the supplier, where PPC considers that necessary.
- Third parties are also subject to contractual controls in respect of modern slavery which entitle PPC to immediately terminate the agreement in the event of any breach of these terms. There has been no requirement to terminate any contracts this year.

Due Diligence

We conducted the following due diligence over the relevant period:

- Suppliers have been entered on a central data base, One Trust, which will collate and store responses, certification and accreditations from our suppliers. In addition, One Trust will send reminders and anniversary renewals of verification; automating the process and enabling us to capture a wider coverage of our supply base. Our group purchasing organisation, Foodbuy, a part of Compass PLC, has continued to audit their suppliers that PPC and Valor have used over the past 12 months, providing greater assurance of modern slavery compliance.

Training and Awareness

- New employees complete modern slavery training as part of their induction. The induction includes a section on the importance of reporting any concerns they may have about the risk of modern slavery occurring within the business.

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- The requirement to be aware of the risk of modern slavery is included in the employee handbook as part of legal compliance and ethics.
- Employees completed human rights learning modules, which form part of our franchise agreements to operate hotels under licence from Marriott International Hotels, Hilton Hotels, and Inter-continental Hotel Group (IHG). These training standards are mandatory requirements, which contain detailed information on how to spot signs of, and help combat, modern slavery in hotels.
- All our existing employees received annual refresher training on the risks of modern slavery and are empowered to identify and report signs of human trafficking.
- In respect of training, 896 new hire employees have undergone initial orientation training covering modern slavery and 1,829 employees undertook training / refresher training on modern slavery in the last financial year.

Effectiveness of Policies

- We have continued to monitor the effectiveness of our policies, compliance steps and training undertaken at our quarterly Modern Slavery Group meetings.
- The statistics for our modern slavery training are provided above.
- There have been no cases in respect of modern slavery reported under Whistleblowing procedures or by any other means.
- We consider that our stance on modern slavery is understood in our business and that we have a range of effective compliance steps in place.
- We will continue to monitor our compliance programme and consider enhancements as necessary.

Our Future Focus

We are committed to our zero-tolerance policy in respect of modern slavery and will continue to identify areas for ongoing improvement and complete the implementation of those steps described in the “our actions” section of this statement.

PPC is committed to conducting all business activities ethically, with integrity and with due consideration for human rights and fair labour practices.

Valor, on behalf of PPC, will immediately investigate any alleged incidents or complaints relating to modern slavery.

Approval

This statement made pursuant to Section 54(1) of the Act for the financial year ending 31 December 2024 has been approved by the board of directors of the undernoted companies on 31 May 2025.

PPC HOSPITALITY (UK) COMPANY LIMITED

Signed:  Signed by:
7C1BA197632E454...

Date: 31 May 2025

Name: Iqbal Jumabhoy

Title: Director



PPC Inter-Finance Number 1 Limited

Signed: 
Signed by:
7C1BA197632E454...

Date: 31 May 2025

Name: Iqbal Jumabhoy

Title: Director

DTP Acquisition 1 Limited

Signed: 
Signed by:
7C1BA197632E454...

Date: 31 May 2025

Name: Iqbal Jumabhoy

Title: Director