



## PPC REGIONAL HOSPITALITY GROUP COMPANY LIMITED and PPC HOSPITALITY (UK) COMPANY LIMITED

### MODERN SLAVERY STATEMENT

This statement, is the Modern Slavery Statement of PPC Regional Hospitality Group Company Limited and PPC Hospitality (UK) Company Limited (collectively, “**PPC**”) under the Modern Slavery Act 2015 (the “**Act**”), and also that of certain subsidiaries of PPC, including but not limited to PPC Inter-Finance Number 1 Limited and DTP Acquisition 1 Limited (collectively, the “**PPC Group**”). This statement relates to financial year ending 31st December 2025.

The Act prohibits slavery, servitude, forced or compulsory labour and human trafficking (“**Modern Slavery**”). PPC appreciates that the hospitality sector presents risks from a modern slavery perspective and PPC is committed to ensuring modern slavery does not take place in its business, or within its supply chains. PPC understands that it can play an important role in helping overcome modern slavery and protecting against other human rights abuses, with policies and procedures in place to address the risks, as described below.

#### Our business and supply chains

PPC owns 17 hotels (the “**Hotels**”) through various subsidiaries, and they are located in key locations across the UK, which provide accommodation, food and beverage, conference and events services, leisure clubs and spas. The PPC Group employs 2,001 staff. The Hotels of the PPC Group are listed below:

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

The above Hotels are licensed and operated under the InterContinental Hotels 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, Modern Slavery Statement and Supplier Code of Conduct 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](#).

The Hotels are managed by Valor Hospitality Europe Limited (“**Valor**”) under a management agreement with PPC, of which, upon Valor’s assurance, they have taken steps to reduce the risk of modern slavery existing in the PPC Group’s business and supply chains. Valor is not itself obliged to publish a Modern Slavery Statement however, it has assured the PPC Group that they will operate in accordance with this Modern Slavery Statement.

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

Hope Park Workspaces, 16 Carolina Way  
Salford, Manchester, United Kingdom, M50 2ZY

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PPC has supplier relationships with external businesses to support the operations of the Hotels, as follows:

- A hotel management agreement with Valor to manage the Hotels for and on behalf of PPC.
- Supply arrangements directly or through Valor with third party suppliers for the supply of goods and services to the Hotels; and
- Supply of agency workers to supplement hotel staffing needs.

### **Our actions in respect of Modern Slavery**

In the financial year 1 January 2025 to 31 December 2025, 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.
- Posters advising employees of the signs to look for have been displayed prominently on digital noticeboards in team members areas.
- Cascading annual online training and awareness messages via our internal communications platform to our employees 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 are verified. 85% of core suppliers have been registered and verified.
- Ongoing regular quarterly meetings of the Modern Slavery Project Group, where:
  - all applicable 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 to ensure that they remain relevant;
  - any incidents or near misses are reviewed and corrective action advised;
  - Government advice is reviewed and duly incorporated to PPC's policies and procedures, where appropriate; and
  - Local supplier verification documentation is reviewed.
- Maintaining a well-advertised and easily accessible Whistleblowing helpline for reporting any modern slavery related concerns.
- Customised modern slavery risk assessments have been put in place at all Hotels. They are logged on Riskproof (H&S platform). Each Hotel will be notified by the system at the relevant annual date that their risk assessment is due for review.
- New "How To" training cards hosted on our Learning Management System (LMS) have been created for Front Office, including the need to be vigilant for signs of modern slavery and the legal requirement to check the passports of non-UK citizens at check-in. This training will be issued to all new starters from 1 May 2026.
- 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. This is verified during the Hotel compliance audits to check that these documents are in place. Recent audits indicate 110 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.
- New General Managers have been briefed on this process, and a refresher issued to all General Managers via our People & Culture monthly update.

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- A new flowchart has been created to clarify the process of verification and supporting documentation required from each type of supplier in respect of modern slavery.
- Where the use of agencies to supply temporary staffing solutions is 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 (for PPC) 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.
- We cooperate fully with any requests from the police or other authorities to participate in local awareness campaigns or test activities and take action following any feedback.

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 have been adopted by PPC and Valor to address the risk, on behalf of PPC 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 or 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, RightCheck, 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 digital noticeboards within team member 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.
- Valor, on behalf of PPC, will immediately investigate any alleged incidents or complaints relating to modern slavery.



## 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 managed Hotels 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 training includes a section on spotting the signs and the importance of reporting any concerns they may have about the risk of modern slavery occurring within the business.
- The requirement to be aware of the risk of modern slavery is included in the Team Member 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 InterContinental Hotels 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. Compliance is audited each year during the independent Brand Audit.
- 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, 810 new hire employees have undergone initial orientation training covering modern slavery and 1,747 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 Project Group meetings.
- We have reviewed the Transparency in Supply Chains document published by Government in 2025 and as a result included some further questions in our supplier assessment documentation.
- 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.

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

**Approval**

This statement made pursuant to Section 54(1) of the Act for the financial year ending 31 December 2025 has been approved by the board of directors of the undernoted companies on 29 May 2026.

**PPC REGIONAL HOSPITALITY GROUP COMPANY LIMITED**

Signed:  Signed by:   
 5CA6EF6EE89C400... Date: 29 May 2026  
 Name: Weerachai Amornrat – Tana Title: Director

**PPC HOSPITALITY (UK) COMPANY LIMITED**

Signed:  Signed by:   
 5CA6EF6EE89C400... Date: 29 May 2026  
 Name: Weerachai Amornrat – Tana Title: Director

**PPC Inter-Finance Number 1 Limited**

Signed:  Signed by:   
 5CA6EF6EE89C400... Date: 29 May 2026  
 Name: Weerachai Amornrat – Tana Title: Director

**DTP Acquisition 1 Limited**

Signed:  Signed by:   
 5CA6EF6EE89C400... Date: 29 May 2026  
 Name: Weerachai Amornrat – Tana Title: Director