



Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2022 – 31 March 2023

The statement sets down York Cottage Spa Ltd.'s commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of York Cottage Spa Ltd. which are as follows:

The provision of accommodation and leisure / recreational facilities to private individuals.

The Company currently operates in the following countries:

United Kingdom

Responsibility for the Company's anti-slavery initiatives lies with the Board of Directors.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all hiring staff to complete an online course.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in

our operations [insert links to the relevant Company policy]:

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Code of Conduct** - The Code of Conduct sets down the actions and behavior expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes e.g. building long-standing relationships with suppliers and contractors and making clear our expectations of business partners **and** evaluating the modern slavery and human trafficking risks of each new supplier **and** invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. **The Board of Directors** endorse this policy statement and is fully committed to its implementation.