

## **Modern Slavery Statement**

### **Introduction**

We at Mattfen Hall Hotel are committed to improving our practices to combat modern slavery in our business by taking steps, as far as we are able, to ensure that our business and supply chains are free from slavery and human trafficking. This statement sets out the steps we have taken to understand potential modern slavery risks within our business structure and supply chain, as well as the steps taken to eradicate these risks.

### **About us**

We are a luxury country hotel, spa and golf estate operated by Mattfen Hall Limited. We source products and services from all over Europe, but mostly from the UK.

### **Our supply chains**

Our supply chains generally includes the goods and services required for operating a hotel including energy, hotel amenities, hotel supplies and labour services.

Measures taken to review and manage modern slavery risks with our suppliers are:-

- Limits on our range of preferred suppliers;
- Including obligations on our suppliers to comply with the Modern Slavery Act
- Working closely with suppliers to ensure they understand the importance of due diligence in the supply process;
- Monitoring our supply chain to identify areas of high risk;
- A responsible purchasing policy which reflects our commitment to using suppliers who share similar values and ethical practices to us in their own business and supply chains.

### **Our employees**

We have robust recruitment processes in place to ensure that modern slavery does not occur without our business. We ensure all employees have the right to work in the UK and are paid no less than the National Minimum Wage. Whilst the majority of our staff are directly employed, where it is necessary to source temporary staff, they are provided by reputable agencies.

### **Training**

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant staff. We also have in place a procedure through which staff can, confidentially, raise concerns.

### **Steps we will be taking this year**

We will continue to monitor our success in preventing modern slavery and human trafficking from taking place in our business and supply chains.

Steps we will be taking this year include:-

- Continuing to identify and assess potential areas of risk in our supply chains;
- Mitigating the risk of slavery and human trafficking in our supply chains by conducting appropriate due diligence and including relevant obligations on our suppliers
- Protecting any whistleblowers.

**Monitoring effectiveness**

We continue to assess the effectiveness of our approach to Modern Slavery and to ensure ongoing improvement.

This voluntary statement is made for the financial year ending 31 March 2023.

This statement was approved by the Board of Directors of Matfen Hall Limited on 13/11/2023.