

## MODERN SLAVERY ACT TRANSPARENCY STATEMENT

FEBRUARY 2017

Ribbon Acquisition Limited is committed to ensuring acts of modern slavery, human trafficking, child and sexual exploitation do not occur in its business or within its supply chain. The Company acknowledges the provisions of the Modern Slavery Act 2015 and commits to complying with its obligations to ensure transparency within its business and its suppliers of goods and services.

Ribbon Acquisition Limited carries out business as a hotel group with hotels located across the UK and LHMUK manage its portfolio of hotels. Within the provision of accommodation, conference and events and food and beverage services, Ribbon Acquisition Limited employs up to 2500 staff directly and has relationships with external businesses to support the running of the hotels in the following way:

- Arrangements for the supply of goods and services (some by contractors) to the hotels;
- Arrangements for the supply of agency workers to support the hotels staffing requirements;
- Arrangement with LHMUK to manage the hotel properties on behalf of Ribbon Acquisition Limited;

The above make up the supply chain of Ribbon Acquisition Limited.

As part of the company's due diligence process, in the January–December 2017 financial year, and in conjunction with LHMUK, Ribbon Acquisition Limited has:

- Identified an area within its business and supply chain which may be at risk of modern slavery, human trafficking, child and sexual exploitation occurring;
- Commenced a process for any new or renewed contracts for service/supply within the supply chain which are negotiated at hotel level to include terms guaranteeing slavery, human trafficking, child and sexual exploitation does not occur within their business, and incorporating provisions to review/audit those suppliers where necessary;
- Adopted the LHMUK policy detailing its zero tolerance stance on those activities occurring in its business and/or supply chain;
- Cascaded training to educate its employees on the potential risks and how to deal with them (if they were to arise) as a way of limiting and preventing those risks from occurring. This included any regular agency workers (from the supply chain) who work in the identified areas of risk within those businesses.

Ribbon Acquisition Limited will not support or deal with any business knowingly involved in slavery, human trafficking, child or sexual exploitation.

This statement will be reviewed each financial year and published on the websites of each of the hotels owned by Ribbon Acquisition Limited and LHMUK's website

Signed:   
Name: Simon EASDALE

Date: 1/1/2017  
Title: MANAGING DIRECTOR