



PizzaExpress Group Modern Slavery Statement 2016/17

PizzaExpress is committed to ensuring responsible social, ethical and environmental practices within its own operations and its supply chains. We believe that every worker deserves the right to live and work with dignity. We are proud of the steps we have taken to combat modern slavery.

Our Modern Slavery Policy (“the Policy”) sets out PizzaExpress’ policies and practices which it has implemented in order to ensure that its business and supply chains are free of slavery and human trafficking and practise ethical trading practices.

The Policy is in place to address and conform to relevant EU and UK legislation including the Modern Slavery Act 2015 as well as the following:

- The Proceeds of Crime Act, 2002
- The Foreign Corrupt Practices Act, 1977
- The Data Protection Act, 1998
- The International Labour Organisation (ILO)
- The United Nations (UN) Universal Declaration of Human Rights
- The Ethical Trading Initiative (ETI) whose Base Code is drawn from the scope and standards defined by the ILO and UN.
- The International Organisation for Standardisation (ISO)

We also ensure that our business complies and requires our suppliers to comply with all relevant national and local legislation as a minimum.

PizzaExpress has over 590 restaurants, across 14 territories, employing more than 14,000 people.

To drive continuous improvement, we will continue to:

- Work to fair, transparent and mutually agreed terms and conditions.
- Make payments for services provided in full and on time.
- Acknowledge specific national, regional or cultural challenges.
- Protect the confidentiality of information entrusted to us.
- Recognise suppliers’ own standards where they are comparable to our own.
- Ensure that all relevant employees are aware of the Ethical Sourcing Policy.
- Seek to achieve improvements in supplier performance in this area.
- Include transparent social, ethical and environmental performance criteria in our supplier selection processes.
- Cease trading with suppliers demonstrating disregard for this Policy.
- Give appropriate consideration to the impact of ceasing trading on suppliers.

The Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains and that ethical trading practices are maintained. We are committed to the following (non-exhaustive) social, ethical and environmental principles within our supply chain and in all parts of our business.



- Employment must be freely chosen.
- Freedom of association must be respected.
- Working conditions must be safe and hygienic.
- Child labour must not be used.
- Fair wages must be paid.
- Working hours must not be excessive.
- Discrimination must not be practised.
- Regular employment must be provided.
- Harsh or inhumane treatment must not be permitted.
- Conditions of dormitories must be acceptable to health and safety standards.
- The rights of home-workers and migrant workers must be respected.
- Business must be conducted lawfully and to a high ethical standard.
- As appropriate to the product supplied, suppliers must ensure high standards of animal welfare, health and husbandry.
- Environmental stewardship and responsible management must be practised.

As part of our initiative to identify and mitigate risk we have introduced a Supplier Management system which allows us to audit our suppliers across a number of key deliverables, one of which is their compliance with Modern Slavery legislation regardless of their qualification status. We are asking all suppliers to conform with our policy, based around the ETI Base Code, and will not trade with any who do not demonstrate compliance. We are uploading suppliers in priority order, based upon risk, starting with our food and non food categories.

Through the above, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business as well as an understanding of all of our other ethical trading policies, provide training to all of our staff / key employees on an annual basis.

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Percentage of suppliers who have been audited through the Supplier Management tool
- Percentage of suppliers approved
- Percentage of spend covered by approved suppliers



To ensure all those in our supply chain comply with our ethics principles we have required our suppliers to commit to comply with the Policy and to:

- Comply with all relevant laws in the countries in which they operate and all relevant ILO conventions. Where standards differ, the standard, which offers the greater degree of protection to workers, will apply
- Communicate to all employees, suppliers, sub-contractors, home workers and temporary and contract staff engaged in their supply chain.
- Establish management systems for delivering compliance with this Policy.
- Maintain records demonstrating due diligence. An individual in a senior management position should be given responsibility for Policy compliance.
- Train relevant staff on social, ethical and environmental and human rights standards.
- Allow PizzaExpress employees and representatives including third party auditors access to documentation, management and workers to determine progress against these standards.
- Report any serious breaches of this Policy to the relevant PizzaExpress relationship holder or other such nominated PizzaExpress representative.

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains or our business we intend to take the following further steps to combat slavery and human trafficking:

- On board remaining suppliers onto the Supplier Management tool in order to assess credentials. This will be done on a priority basis based upon our risk assessment
- Review assessed suppliers to ensure ongoing commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 1st January 2017

Signed

A handwritten signature in black ink, appearing to read "R. Hodgson". The signature is written in a cursive, flowing style.

Richard Hodgson
CEO, PizzaExpress Group Limited
April 2017