

Modern Slavery Act

Arvy Hospitality Solutions Ltd

1. Introduction

Arvy Hospitality Solutions Ltd is dedicated to ensuring that our business operations and supply chains are free from modern slavery and human trafficking. This policy articulates our commitment to ethical practices and outlines the measures we undertake to mitigate the risk of modern slavery within our organization and its supply chains.

2. Definitions

- **Modern Slavery**: Encompasses slavery, servitude, forced or compulsory labour, and human trafficking.
- **Supply Chain**: Refers to all suppliers, contractors, and subcontractors involved in providing goods and services to Arvy Hospitality Solutions Ltd.

3. Policy Statement

Arvy Hospitality Solutions Ltd adopts a zero-tolerance approach to modern slavery and commits to conducting business with integrity and transparency. We implement and enforce effective systems and controls to prevent, detect, and address any instances of modern slavery within our business and supply chains.

4. Responsibilities

- **Management**: Responsible for ensuring the policy is communicated, understood, implemented, and maintained within their areas of responsibility.
- **Employees**: Obligated to comply with this policy and report any concerns related to modern slavery through the appropriate channels.

5. Due Diligence Processes

Arvy Hospitality Solutions Ltd conducts comprehensive due diligence on suppliers to assess their compliance with our Modern Slavery Act. This includes:

- Conducting risk assessments to identify potential areas of modern slavery risk within our supply chains.
- Performing supplier audits and regular reviews to ensure adherence to ethical standards.
- Requiring suppliers to provide evidence of their anti-slavery measures and policies.

6. Training and Awareness

Arvy Hospitality Solutions Ltd is committed to raising awareness and providing training to all employees to ensure they understand modern slavery, how to identify it, and the actions to take if they suspect its occurrence. Our training measures include:

- **Induction Training**: New employees will receive training on modern slavery, including an overview of this policy and its importance.
- **Annual Refresher Courses**: All employees will participate in annual training sessions to stay updated on modern slavery issues and reporting procedures.
- **Supplier Training Workshops**: Suppliers will be invited to workshops to educate them on our modern slavery policy and expectations.
- **E-Learning Modules**: Interactive online courses will be available for employees to complete at their convenience, covering topics such as identifying signs of modern slavery and understanding reporting mechanisms.

7. Reporting and Whistleblowing

Employees and suppliers are encouraged to report any concerns related to modern slavery. Reports can be made confidentially via our whistleblowing channel without fear of retaliation. All reports will be thoroughly investigated, and appropriate actions will be taken.

8. Continuous Improvement

Arvy Hospitality Solutions Ltd is committed to continuous improvement in our practices to combat modern slavery. We will regularly review and update this policy to ensure its effectiveness and relevance.

9. Approval and Review

This policy is approved by the Board of Directors and will be reviewed annually to ensure its relevance and effectiveness.

Date: 12th February 2025.