MODERN SLAVERY ACT 2015

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

PREMIUM RESTAURANTS LTD

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015, which requires businesses to disclose publicly the steps taken to tackle slavery, servitude, forced labour and human trafficking (together known as modern slavery).

Premium Restaurants Limited principal activity is operating fifteen quick service restaurants. The Company operates 15 McDonald's Restaurants located in West Yorkshire and employs 1400 staff.

At Premium Restaurants Ltd we have a zero-tolerance approach to modern slavery. We are fully committed to preventing modern slavery in both our operation and supply chain. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business and to implement steps to prevent slavery and human trafficking during the financial year 2024.

Our policies on slavery and human trafficking

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our Modern Slavery and Human Trafficking Policy together with our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships. We are committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our business and supply chains

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

Due to the franchise nature of our business, the majority of our supply chain relationships are mandated by McDonald's Restaurants Ltd who instruct us on the purchasing of food, beverages and packaging from their approved suppliers. Suppliers of food, beverages paper and packaging who are recommended by McDonald's Restaurants Ltd have been audited through the McDonald's Supplier Workplace Accountability Programme, a summary of which can be found on their website.

Recruitment

In terms of recruitment we carry out checks prior to employment (identity checks). Next year we will be strengthening our eligibility to work with an automated compliance system.
As such we will, with the guidance of McDonald's Restaurants Ltd, identify a partner with whom we can work to automate the collection, validation, storage and audit of all compliance documents for applicants and candidates

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, we would act immediately against the supplier and report it to the authorities.

Policies and Business risk assessment

Premium Restaurants Ltd operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business.
- Our HR is audited both internally and externally which ensures compliance to all recruitment policies and procedures.
- Centralised Payroll ensures all legislated pay scale regulations are complied with.
- Our Health & Safety is audited both internally and externally which ensures all employees work in a safe environment.

Premium Restaurants Ltd conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes;

- Assessing risks in the provision of particular services.
- Auditing the suppliers, their health and safety standards, labour relations and employee contracts through the approved McDonald's Supplier register.
- Requiring improvements to substandard employment practices.
- Sanctioning suppliers that fail to improve their performance in line with our requirements.

Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training to our staff. We will expect our business partners to provide training to their staff and suppliers and providers. This will include;

- Our commitment in the fight against modern slavery.
- Red flags for potential case of slavery or human trafficking.
- How employees should report suspicions of modern slavery

Measuring how we're performing

Premium Restaurants Ltd has defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These will include:

- How many employees have completed mandatory training?

This statement covers 1 January 2024 to 31 December 2024 and has been approved by the board of Premium Restaurants Ltd at the board meeting on 12th January 2025.



Signature

Pritpal Singh
Managing Director

Date 12th January 2024