MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This statement covers the activities of LW Theatres Holdings Ltd, LW Theatres Group Ltd, LW Tickets Ltd and The Adelphi Theatre Company Ltd ("The Company").

It sets out the Company's actions to understand potential slavery and human trafficking risks related to its business and to put in place steps that aim to ensure there is no slavery or human trafficking in its own business and its supply chains. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and relates to actions and activities during the financial year 1 July 2025 to 30 June 2026.

Organisational structure and supply chains

The Company owns and operates six West End theatres and a ticketing business, and its operations are limited to the UK (unless international travel is required). Our supply chains include (but are not limited to):

- food and beverage providers,
- property tenants and landlords,
- producers and promoters,
- outsourced IT and technology system providers,
- business advisors/consultants,
- cleaning and building maintenance service providers,
- other equipment and service providers.

The Company is committed to preventing slavery and human trafficking in its corporate activities and endeavours to ensure that its supply chains are free from slavery and human trafficking. The Company prides itself on being an employer of choice and seeks to ensure that anybody who comes into contact with our business is treated with the utmost dignity and respect.

Due Diligence

The Company will only seek to work with suppliers who share its commitment to preventing slavery and human trafficking.

The Company works closely with its suppliers to understand their activities and seeks relevant information and warranties from them that adequate procedures and practices are in place to manage the risk of human trafficking or slavery in their supply chain.

Each Director and member of the Senior Leadership Team takes responsibility for their relevant area of the business in this regard and ensuring that appropriate due diligence is

undertaken in appointing and reviewing supplier relationships. They are also responsible for ensuring that proportionate contractual terms are in place to prevent any human trafficking, slavery or employment practices which do not meet the minimum legal requirements or ethical standards of the Company.

In the event the Company becomes aware of an incident of human trafficking or slavery (or had a suspicion of such) the Company would seek to investigate this further and take any necessary and appropriate action as quickly as possible. This may include terminating a supplier agreement.

Any suspected or confirmed incidents of human trafficking or slavery would be reported to the board of directors.

Whistleblowing policy

The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the Company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our reporting procedure set out in our Whistleblowing Policy, which is made readily available to all workers.

During the 2025-26 Financial Year, no such disclosures were made.

Recruitment policy

The People Team regularly review recruitment practices and those of recruitment partners and agencies to ensure the Company's engagement of employees and workers is in accordance with statutory requirements and meets the Company's ethical standards.

We have the following measures in place to assist us in reaching these standards:

- A recruitment platform, meaning we can perform all required checks thoroughly and consistently
- Introduced a process for checking right to work documentation of relevant contractors and self-employed workers, in line with updated legislation
- Established links with trusted recruitment partners
- Trained our hiring managers to ensure they understand and follow the Company's set procedures

Review

The Company will review this statement on an annual basis. This will be undertaken by the Co-CEO and People Team.

Darren Atkins
Co-CEO

3rd November 2026