



Modern Slavery Policy

Modern slavery is complex and includes servitude, human trafficking and forced labour. At The Coaching Inn Group Ltd (CIG), we have a zero-tolerance approach to all forms of modern slavery and have put steps in place to ensure that there is no slavery or human trafficking in our own business and supply chains.

This policy applies to people working for our business, external consultants and suppliers.

To comply with section 54 of the Modern Slavery Act 2015 CIG:

Brief all General Managers to provide awareness regarding potential Modern Slavery and Human Trafficking. The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Whistleblowing policy – The organisation encourages all its team members to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for team members to make disclosures, without fear of retaliation. Employees, customers, or others who have concerns can contact HR on a confidential basis.
- Supplier/Procurement – The Coaching Inn Group is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to be able to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. Serious violations of the standards expected will lead to the termination of the business relationship
- Recruitment Standards – The Company only use specified, reputable employment agencies to source candidates and always verifies the practices of any new agency it is using before accepting workers from that agency.

We hold our contractors, suppliers and other business partners to the same high standards and undertake due diligence to ensure we are not entering into a contract or services that could be misconstrued. This also includes any agencies that supply our companies with temporary labour. We undertake company checks and satisfy ourselves of the viability of the organisations we do business with.



We require our staff to familiarise themselves with our procedures in the identification and prevention of modern slavery and to conduct business in a manner such that opportunity for and incidence of modern slavery is prevented. We all have a duty to be alert to any potential risks, however small. We ask all our staff to raise concern if they believe any aspect of our organisation or supply chain is compromised by human trafficking or slavery, even if it transpires that they were mistaken.

If a member of staff breaches this policy it could result in disciplinary action, including dismissal and reporting to external bodies responsible for law enforcement.

If a business partner and/or supplier is found in breach, we will end our relationship with individual and/or organisation.

This policy will be reviewed annually and/or indeed when a change of legislation means it is relevant and proper to do so.

Approved by:

Name: Adam Charity Position: Managing Director

Date: 19th June 2026

Signature: *A. Charity*

Name: Lee Melton Position: Chief People Officer

Date: 19th June 2026

Signature: *Lee Melton*

Updated: June 2026