



McLean Restaurants Ltd. t/a McDonald's UK

MODERN SLAVERY STATEMENT 2023/2024

McDonald's UK Standards of Business Conduct

At McDonald's, we conduct our activities in a manner that promotes and respects human rights as set out in The United Nations Universal Declaration of Human Rights. We do not use any form of slave, forced, bonded, indentured or involuntary prison labour. We do not engage in human trafficking or exploitation, or import goods tainted by slavery or human trafficking. We support fundamental human rights for all people.

We will not employ underage children or forced labourers. We prohibit physical punishment or abuse. We respect the right of employees to associate or not to associate with any group, as permitted by and in accordance with applicable laws and regulations. In 2022, McDonald's published its Responsible and Ethical Recruitment Principles which define our approach on this issue.

Introduction

This statement is published in accordance with the UK Modern Slavery Act. It outlines the approach we take to prevent modern slavery in our business and supply chains associated with the United Kingdom.

Modern slavery is unacceptable within our business and supply chains. We have a responsibility to respect the rights of people who work for the Company, and to do business with franchisees, suppliers and business partners that respect human rights for their respective employees. We recognise there is no single solution to human rights issues, which is why it is critical that we engage with all these stakeholders.

Business Structure and Supply Chain

McDonald's UK has been in business in the UK since 1974 and now, with franchisee partners, operate over 1350 restaurants and employ over 150,000 people from all ages and backgrounds. I established McLean Restaurants Ltd. as a McDonald's franchise in 2002, after many successful years as a McDonald's employee. We now operate 21 restaurants across the Midlands, employing around 2500 local people. Our head office function is based in Nuneaton, Warwickshire. We strive to build and foster strong partnerships with local groups to support the causes that matter the most to local communities, we are passionate about contributing to the areas in which we operate. As part of the UK's largest restaurant company, we know how important it is that our customers trust us to do the right thing by their communities, the environment, and our people.

Supply Chain

Serving safe, quality, sustainably sourced food that our customers can trust is a priority for us as a business. McDonald's Restaurants Ltd UK are a key supporter of UK agriculture but are also proud to source items for our menu from global suppliers.

All food, beverages and packaging products we, McLean Restaurants, use are purchased and supplied by McDonald's Restaurants Ltd UK therefore ensuring strict adherence to the established local, national, and global policies which are independently audited through the McDonald's Supplier Workplace Accountability programme and in line with the [Supplier Code of Conduct](#)

People and Policies on Modern Slavery

We are committed to promoting a safe, inclusive, and respectful workplace for all our people. From our kitchen to counter to head office, our success would not be possible without the hard work of our people, which is why it is so important we invest in and develop them. We believe in developing a culture in which our people are always treated with dignity and respect.

We know that a motivated and engaged team of people in our restaurants is vital when building a great place to work. That is why we are committed to creating an environment of open and honest communication, where everyone has access to the support they may need and the tools they need to have their voices heard.

As one of the largest Franchisee groups in the UK, we also have our own direct HR and People departments that our employees can contact in addition to the McDonald's Restaurants Ltd UK - 'People Services Helpdesk'

Due Diligence

We support the goals of the UK Modern Slavery Act and take seriously our responsibility to act with due diligence to avoid infringing on the human rights of others and address any impact on human rights if they occur. We conduct our activities in a manner that respects human rights as set out in the United Nations Declaration of Human Rights, and we are committed to ethical recruitment in our employment practices as a component of our overall human rights approach

[McDonalds Human Rights Policy.pdf](#)

as set out in McDonald's Standards of Business Conduct

[UK-English Standards of Business Conduct December 2019.pdf \(mcdonalds.com\)](#)

Employment Practices and Recruitment

McLean Restaurant's follow guidance from McDonald's UK on recruitment practices, we are committed to preventing forced labour and upholding responsible and ethical recruitment practices as outlined in the [Responsible and Recruitment Principles](#)

We also have an external auditor conduct an annual People Review by an external company PricewaterhouseCoopers.

We prohibit direct or indirect fees or costs being charged to those seeking employment with or who are employed by McDonald's UK for the services directly related to recruitment for temporary or permanent job placement, unless legally permissible and within the legal limit. This includes where we may use private recruitment services or where we perform recruitment activities directly. Even where such fees or costs are legally permissible and within the legal limit, our policies and practices are designed to ensure that no one is indebted to the Company or to a recruiter in a manner that prohibits the individual from freely leaving his or her employment.

We do not retain an employee's ID such as passports or work permits as a condition of employment for longer than 24 hours and only for legitimate administrative reasons, including for immigration checks. McDonald's UK provides any agreements, whether oral or in writing, in a language understood by the person agreeing to be bound and expects that any recruiter, labour broker or employment agent will do the same and will be responsible for ensuring that the agreement is understood by the person agreeing to be bound.

Risk Assessment

Our standards and policies are frequently assessed by internal and external auditors to ensure we continue to uphold all McDonald's UK standards and brand requirements. McDonald's UK frequently audit our suppliers to ensure their employment practices are suitable and in line with our own employment standards. There is a particular focus on construction labour and delivery drivers/riders. Our restaurant staff are told to report any concerning or suspicious behaviour that may suggest a third party is a potential victim of, or engaging in, modern slavery.

Training

We provide our own training programs and systems, in addition to the stringent systems provided and assessed by McDonald's, to ensure we maintain our position as a leading edge business.

Going Forward

We will continue to implement McDonald's policies and observe and update our own Modern Slavery and Safeguarding policies and training.

Statement Approval

This statement was approved by Sarah McLean on 30th May 2024

A handwritten signature in black ink, appearing to read 'SMcL', written on a light blue background.

Sarah McLean

Managing Director

For the McDonald's UK Modern Slavery Statement please see:

[Modern Slavery Statement | McDonald's UK \(mcdonalds.com\)](https://www.mcdonalds.com/uk/modern-slavery-statement)