

# MODERN SLAVERY STATEMENT

## COMPANY OVERVIEW

Dakota Hotels, operated by Dakota Hospitality Ltd., is committed to preventing modern slavery and human trafficking across all its operations in the United Kingdom. As of March 2026, Dakota Hotels operates six hotels with approximately 600 employees.

## SUPPLY CHAIN MANAGEMENT

Dakota Hotels ensures rigorous oversight of its supply chain. Our supplier onboarding process includes multiple approval stages, involving Commercial Finance and the Group Financial Controller, to ensure products and services are procured ethically and cost-effectively. All suppliers are required to sign our 'Supplier Code of Conduct.'

## RISK ASSESSMENT

We prioritise partnering with suppliers who demonstrate high ethical standards. We assess the risk of modern slavery by requiring suppliers to provide safe working conditions, treat workers with dignity, and adhere to legal labour practices. Serious violations will result in the termination of the business relationship. We also exclusively work with reputable employment agencies, conducting thorough checks before accepting workers.

## DUE DILIGENCE

To ensure there is no modern slavery in our operations or supply chains, Dakota Hotels is committed to the following:

- The Commercial team oversees the implementation and annual review of our policies.
- We conduct thorough right-to-work checks for all employees.
- We only engage agency workers through approved and vetted agencies, ensuring a formal contract is in place that clearly outlines the agency's responsibilities for conducting robust Right to Work checks and meeting all IR35 compliance requirements.
- We ensure that all payments are made directly into accounts held in employees' names.
- We actively question suppliers about their modern slavery policies and practices.
- We provide modern slavery awareness training to relevant team members.

## OUR POLICIES

Dakota Hotels operates the following policies to combat modern slavery:

- Whistleblowing Policy: Encourages employees, guests, and business partners to report any concerns related to slavery or trafficking without fear of retaliation.
- Employee Code of Conduct: The policies and values outlined in the Employee Handbook set out expected behaviours from all employees.