

OAKMAN INNS

Modern Slavery Statement

Introduction:

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the "Act") and sets out the steps Oakman Inns and associated business have taken and will be taking to ensure that slavery and human trafficking is not taking place in any part of our business, or that of our supply chain.

Our Business:

Oakman Inns and associated business currently manage, or support the management of, 28 pubs and restaurants within our demographic area of operation. Our businesses encapsulate the modern public house within the casual dining sector, with several also providing guest accommodation and function space.

We employ over 1000 employees who are subject to pre-employment checks to confirm their identity and right to work in the UK. Further all our employees are required to have a personal bank account to receive their wages paid via BACS.

Our managers are first aiders for Mental Health and trained to identify signs of stress or distress and to manage this appropriately using our Employee Assistance Programme; Hospitality action.

Our Supply Chain:

Oakman Inns are committed to continuously improving our practices to identify and eliminate any slavery and human trafficking in our business and supply chain, and to acting ethically and with integrity in all of our business relationships.

Our supply chain consists of food, drink and various non-consumable suppliers, such as equipment, services and merchandise. We have a dedicated Purchasing Manager responsible for investigating the integrity and provenance of all our purchased goods and will question and identify any areas of risk or potential risk within the supply network.

Our Policies:

Our suppliers work with Oakman's requirements with regards to them complying with the Modern Slavery Act and we continue to monitor suppliers through regular reviews.

As an organisation we have policies, standards and procedures in place, which fully support our efforts in ensuring no slavery or human trafficking takes place within our head office and businesses.

These include:

- Equality, Diversity & Harassment Policy
- Whistleblowing Policy
- Young Workers Policy (Child Labour)
- Right to Work Procedures
- Flexible Working Policy
- Health & Safety Policy

We continue to strengthen our approach to managing the risk of modern-day slavery within our business and supply chain and commit to the annual review of our procedures and policies relating to modern-day slavery.

Communication

In addition, the statement here-in contained our policies will be communicated via our Employee Handbooks and Company Policy documents.

This statement for 2020 is signed by:

Name: *DERMOT KING*

Signature *DERMOT KING*

Dated: *6th Feb 2020*