

THE PIG



MODERN SLAVERY STATEMENT

Home Grown Hotels Limited (“**THE PIG**”) is publishing this statement in compliance with Section 54 of the Modern Slavery Act 2015.

This statement is made in respect of the financial year ending 31 December 2024 and outlines the steps taken during the year to ensure that slavery and human trafficking is not taking place in our supply chain or business.

Our Commitment

At THE PIG, we are committed to doing hospitality the right way. We strive to operate to the highest standards across all aspects of our business and take our ethical responsibilities seriously. This includes a genuine and proactive commitment to ensuring that all forms of modern slavery have no place in our operations or supply chains. Our values of integrity, respect, and sustainability underpin our approach to safeguarding human rights.

Our Structure

THE PIG is a UK company which forms part of The Pig Hotel Group. It operates as our primary trading company which owns and operates our hotels. Our ultimate UK parent company is The Pig Hotel Holdco Limited (“**Holding Company**”).

We operate hotels across the South of England in Hampshire, Dorset, Kent, Devon, Somerset, Gloucestershire, Cornwall and West Sussex. We have nine hotels in total, with another two in development.

True to how we started we are essentially restaurants with rooms. At each PIG we grow our own produce in the hotel’s kitchen garden – an integral part of the operation. This garden-led approach is directed by close collaboration between our gardeners/foragers and chefs, who together shape the menus based on what is fresh, seasonal, and locally available. To supplement our own produce, we source locally wherever possible, with our objective being to source within a 25-mile radius of each hotel. Where we can’t source locally, we aim to find the best from further afield. A small number of essential items cannot grow in our climate. As we cannot easily visit these suppliers, we look to third-party certification – relating to positive social and/or environmental performance – for assurance that we are buying the best in terms of both quality and ethical and environmental standards.

Our Supply Chain

We have direct relationships with the majority of our suppliers, which allows us to better understand their practices and maintain transparency throughout our supply chain. The vast majority of our direct suppliers are based in the UK. We seek to engage with suppliers that we believe operate to the same high ethical standards as we do, and we expect them to share our commitment to responsible and fair business practices.

Our largest category of suppliers is directly linked to the operation of our hotels. This includes suppliers of

food and beverage, fixtures, fittings, furnishings, housekeeping products, equipment, and construction services involved in the development of new hotels or the renovation of existing ones.

In addition, we engage with a range of suppliers through our head office, primarily for professional and support services. These include technology providers delivering operational systems and software, as well professional services such as legal, accountancy, and consultancy services.

We acknowledge that certain areas of our supply chain – particularly food and beverage, construction, and furnishings – may carry a higher risk of labour exploitation due to the nature of the work and the complexity of supply chains. We also recognise that some service providers, such as those involved in facilities or outsourced support functions, may present potential risks. Where appropriate, we seek to assess and manage these risks through proportionate engagement and due diligence measures.

Our Policies

At THE PIG our internal policies form the foundation of our approach to ethical business practices and responsible supply chain management. These policies are designed to promote integrity, protect human rights, and help identify and respond to any risks associated with modern slavery or human trafficking.

We have a dedicated Modern Slavery Policy which outlines our zero-tolerance approach to modern slavery and sets clear expectations for all staff, suppliers, and business partners. It defines what constitutes modern slavery, highlights the potential risks within our operations and supply chains, and outlines the steps we may take to identify and address such risks. Importantly, the policy also provides guidance on how to raise concerns, supported by our Whistleblowing Policy, which offers a confidential channel for reporting suspected breaches or unethical practices. Together, these policies reinforce our commitment to ethical conduct and compliance with the Modern Slavery Act 2015.

Our Supplier Code of Conduct sets out the minimum standards we expect from our suppliers, contractors, and service providers. It includes clear expectations around fair labour practices, safe and lawful working conditions, and respect for human rights. The Code prohibits the use of forced, bonded, or child labour and encourages transparency throughout the supply chain. We share this Code with key suppliers and incorporate its principles into our supplier engagement processes.

We also operate a Responsible Purchasing and Practices Policy which supports responsible procurement by encouraging the selection of suppliers who uphold strong labour standards and environmental responsibility. These guidelines help inform our purchasing decisions, particularly in higher-risk categories.

Risk Management and Due Diligence Processes

We recognise that the hospitality industry is at a higher risk of exposure to modern slavery, and we understand the need to identify and manage such risks within both our direct operations and our wider supply chain.

Our workforce is predominantly employed directly by us, including seasonal labour. This gives us a high level of oversight and control over employment practices, thereby reducing the risk that someone working for our business might be a victim of modern slavery. We make only limited use of agency labour (less than 1% of our workforce), and where agencies are used, we work with trusted providers and maintain clear expectations regarding fair treatment and legal compliance.

Hospitality for us is not about a transient workforce. We encourage hospitality as a career and provide various opportunities for genuine progression within our business. See our PIG pathways: [What We Can Do - The PIG](#). By investing in training, development, and retention, we create a stable and empowered team, which helps reduce the risk of modern slavery. A well-supported workforce is less vulnerable to exploitation, as individuals are more likely to remain in secure, transparent employment where their rights are respected

We also recognise that migrant workers may be more vulnerable to exploitation in certain contexts. As part of our recruitment process, we ensure that all employees, including migrant and seasonal workers, have a valid right to work in the UK.

Training

We recognise that training and awareness are essential in helping our team understand the risks of modern slavery and how to respond appropriately. While the overall risk of modern slavery within our directly employed workforce is considered low, we are committed to ensuring that relevant staff have the knowledge and confidence to identify potential warning signs and take appropriate action where concerns arise.

Modern slavery awareness is incorporated into our wider training and induction processes, particularly for those in management, recruitment, procurement, and operational roles who are more likely to encounter potential risks. This includes guidance on recognising signs of exploitation, understanding the principles of ethical employment, and following the correct reporting procedures.

We continue to review our policies, training materials and consider how best to expand awareness and engagement across the business as our operations evolve.

This Modern Slavery Statement was approved by the Home Grown Hotels Limited Board on 26 June 2025.



Vikki Jerram

Director

26 June 2025