



PizzaExpress Group Statement on Modern Slavery 2024

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement for PizzaExpress Group Limited's ("**PizzaExpress**") financial year ending 29 December 2024.

We believe that every person deserves the right to live and work with dignity and in this statement, we set out the steps that we have taken to safeguard against modern slavery taking place within the business or our supply chain.

Our business

PizzaExpress is principally based in the UK but we operate over 400 restaurants worldwide with restaurants in Continental Europe, Asia and the Middle East.

PizzaExpress has over 1,000 suppliers. Given our international footprint we have implemented robust controls to help our employees and the business remain vigilant to modern slavery and human trafficking traits within our own business and that of our supply chains.

PizzaExpress' policies on modern slavery

To ensure that PizzaExpress, and its supply chains, are free from slavery and human trafficking, we operate a number of internal policies to ensure that we are trading ethically and transparently.

We are fully committed our social and ethical principles that guide our business and its supply chain. This means:

- Employment must be freely chosen.
 - Freedom of association must be respected.
 - Working conditions must be safe and hygienic.
 - Child labour must not be used.
 - Fair wages must be paid.
 - Working hours must not be excessive.
 - Discrimination must not be practised.
 - Regular employment must be provided.
 - Harsh or inhumane treatment must not be permitted.
 - Working conditions must be acceptable to health and safety standards.
 - The rights of home-workers and migrant workers must be respected.
 - Business must be conducted lawfully and to a high ethical standard.
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We conduct a periodic review of our policies and any reports of modern slavery and human trafficking to ensure we are meeting our commitment.

Assessing Risk

PizzaExpress has conducted a review of where we do business, our sector and supply chains, and we believe that there is a moderate risk of modern slavery or forced labour within our business or supply chains. It is therefore vital that we continue to identify, investigate and take appropriate action to address any identified concerns regarding modern slavery or forced labour issues in our business and supply chain.

Due diligence and risk mitigation

As part of our initiative to identify and mitigate risk we use a Supplier Management system which allows us to audit our suppliers. We will not trade with any company or individual who does not demonstrate compliance or who we have concerns about.

In addition to the measures that we take at PizzaExpress, we require our suppliers to be as dedicated as we are.

PizzaExpress and modern slavery

Our modern slavery policy requires individuals to report any instances, or concerns, regarding modern slavery and human trafficking so that concerns can be appropriately escalated and investigated.

We support our teams by to help them identify modern slavery and human trafficking in our business and supply chains and why this is important.

Goals and key performance indicators

We will know the effectiveness of the steps that we have taken if no reports are received from our team members, members of the public or law enforcement agencies to indicate that any modern slavery practices have been identified.

But we also have leading indicators that can help predict and mitigate any issues.



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Following our most recent review and risk assessment of the measures we have in place to combat modern slavery and human trafficking, we intend to take the following further steps:

- Prioritise continual onboarding of current and new suppliers onto the Supplier Management tool to assess credentials; and
- Review assessed suppliers to ensure ongoing commitment.

This statement was approved by the Board of Directors on 21 June 2024.

Signed

A handwritten signature in black ink, appearing to read "P MacKenzie".

Paula MacKenzie

Director, PizzaExpress Group Limited

Date: June 2024
