



PizzaExpress Group Modern Slavery Statement 2020

PizzaExpress Group Holdings Limited (“PizzaExpress”) is committed to ensuring ethical practices within its own operations and its supply chains. We believe that every worker deserves the right to live and work with dignity and are proud of the steps we have taken to combat modern slavery.

We have a Modern Slavery Policy which sets out practices which PizzaExpress has implemented in order to ensure that its business and supply chains are free of slavery and human trafficking and outline our commitment to trading ethically. The policy is in place to address and conform to relevant EU and UK legislation including the Modern Slavery Act 2015, as well as other relevant national and local legislation and codes of practice.

We are committed to the following (non-exhaustive) social and ethical principles within our supply chain and in all parts of our business:

- 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.
- Conditions of dormitories 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.

As part of our initiative to identify and mitigate risk we have introduced a Supplier Management system which allows us to audit our suppliers across a number of key deliverables, one of which is their compliance with Modern Slavery legislation. We are asking our suppliers to conform with our policy, based around the Ethical Trading Initiative Base Code, and will not trade with any who do not demonstrate compliance.



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Through the above, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are continuously developing training to deliver to relevant employees upon joining the business, which will be refreshed annually.

We use key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains or our business we intend to take the following further steps to combat slavery and human trafficking:

- Continue to onboard current and new suppliers onto the Supplier Management tool in order to assess credentials. This will be done on a priority basis based upon our risk assessment.
- Review assessed suppliers to ensure ongoing commitment.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 03 January 2021.

Signed

A handwritten signature in black ink, appearing to read "Jinlong Wang".

Jinlong Wang

CEO and Chairman, PizzaExpress Group Holdings Limited

Date: March 2020
