

## **TGI's Modern Day Slavery Statement**

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps we take to understand all potential modern slavery risks and prevent any incident of slavery or human trafficking in our business or supply chains.

TGI Fridays recognises that it is our responsibility to address this issue very seriously however complex and we have worked with our suppliers to strengthen our supply chain activities in social, environmental and ethical standards whilst recognising that many may need practical help and support in implementing these.

### **Scope**

TGI Fridays employs around 5500 people and serves more than twelve million meals at 77 locations. We have a centralised procurement team who work with 160 food and non-food suppliers and we have established strong relationships with them based on trust and transparency.

We require all of our direct suppliers to work closely with their suppliers, distributors, agents and producers to ensure the aim of 100% transparency and knowledge of operations within our supply chain.

### **Policies**

#### **Ethical Trading**

We require all our suppliers to meet TGI's Ethical Trading & Social Policy which is based on the Ethical Trading Initiative (ETI) Base Code for ethical sourcing and reflects all relevant international, EU and UK legislation including the UK Modern Slavery Act 2015, UN Universal Declaration on Human Rights and ILO Conventions.

Our policy covers 14 key principles including prohibition of slavery and human trafficking, safe and hygienic working conditions and payment of a fair wage. All direct suppliers are required to show compliance with this Policy and to provide evidence of continuous improvement in worker welfare.

Suppliers must have in place their own policies and monitoring systems to demonstrate their own due diligence. This would include their own Modern Day Slavery statements if their annual turnovers are more than £36million.

#### **Whistleblowing**

TGI Fridays encourages its employees to report in confidence any concerns relating to any part of the organisation. This will extend to suppliers and other business partners and specifically include any risk of slavery or human trafficking.

#### **Anti-Bribery**

TGI Fridays complies with the Anti-Bribery Act 2010. It does not tolerate any form of bribery by or of its employees, agents or any person acting on our behalf.

#### **Employee Code of Conduct**

TGI Fridays has employment policies where we make clear to our employees the actions and behaviour which are expected of them whilst at work and through the course of their duties and responsibilities. We are committed to maintaining the highest standards of employee conduct and ethical behaviour in all business activities including when managing our supply chain both at home and overseas.

### **Recruitment & Training**

TGI Fridays are committed to ensuring that all new employees are recruited in a manner which is legally compliant and ethical. Approved recruitment partners are reviewed on a regular basis.

The Procurement team approve new suppliers only after a rigorous assessment of their technical capabilities and their ethical credentials. Any business partners including suppliers who are deemed to be unsuitable or do not meet our requirements are not used.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, this year we will be enhancing staff training and introducing a mobile learning platform.

### **Governance**

All policies are developed by the relevant issue experts and responsibility is shared by the Group Directors. All policies are approved by the Chief Financial Officer and will undergo annual reviews to assess their effectiveness going into the future.

Suppliers are encouraged to be Sedex members to capture evidence of due diligence on ethical trading including self assessment, third party audits and corrective action of non-compliances. This must be shown at any given time on request from TGI Fridays.

TGI Fridays believes in a continuous improvement approach and we will review our ethical trading systems each year to ensure they reflect best practice and latest developments in this area, updating them as required.