LANGHAM
HOSPITALITY GROUP

# Modern Slavery and Human Trafficking Statement

## Commitment to Ethical Practices

At Langham Hospitality Group ("the Group"), we are dedicated to enhancing our business practices to mitigate the risks of involvement in modern slavery or human trafficking. Recognising our pivotal role in combating modern slavery, as a multinational entity with global supply chains, we strive to uphold integrity, honesty, and fair play in all our operations. Upholding the Group's value of "Do the right thing," we emphasise commitments to integrity, fairness, and self-discipline to preserve our reputation and combat modern slavery effectively.

## Organisational Overview

Langham Hospitality Group, the hospitality division of Great Eagle Holdings, a leading Hong Kong property development company, comprises a distinguished portfolio of hotels under The Langham Hotels and Resorts and Cordis Hotels brands in major cities across Asia Pacific, North America, the UK, and Europe. With roots tracing back to the legendary Langham in London, recognised as Europe's inaugural Grand Hotel in 1865, our properties have embodied sophisticated hospitality, innovative service, and sensory delight for more than 150 years.

## Supply Chain Practices

Our supply chain operations encompass corporate supply chains, centralised hotel procurement supply chains with Langham Hospitality Group oversight, and local hotel supply chains. While corporate supply chains cater to technology and professional services procurement, hotel-level procurement encompasses essentials like food, furniture, and cleaning products. We mandate suppliers to adhere to relevant legislation as part of our stringent due diligence process during supplier selection.

## Policies on Modern Slavery and Human Trafficking

At Langham Hospitality Group, we are unwavering in our commitment to eradicating slavery and human rights violations, including forced labour and the exploitation of children. Upheld by the Group's Code of Ethics ("the Code"), our global workforce, spanning corporate offices, managed hotels, residences, and other Group operations, must adhere to this Code and its associated policies. Embodying our values and zero-tolerance stance on human rights abuses, the Code addresses forced labour, modern slavery, and child exploitation. Complementing the Code, our Human Rights Policy underscores our dedication to human rights, encompassing freedom of association, forced labour, child protection, working conditions, and workplace diversity promotion. The Code and all related policies are extensively communicated across all business units under Langham Hospitality Group.

## Due Diligence Efforts

In our quest to mitigate risks linked to slavery and human trafficking, we have implemented rigorous measures, including:

- Inclusion of ethical considerations in our policies, encompassing the Code of Ethics, Supplier Code of Conduct, human rights, diversity, equity, inclusion, health, safety, wellness, and whistleblowing.
- Scrutiny of main suppliers and agencies to ensure no connections to modern slavery or human trafficking.
- Implementation of a supplier screening program aligned with our code of conduct to inform suppliers of our objectives and foster leadership in this domain.
- Establishment of a confidential reporting mechanism and whistleblowing policy to encourage colleagues to report ethical concerns or breaches, including those related to human rights and modern slavery.
- Adaptation of procurement policies to eradicate child labour, exploitation, and human trafficking risks associated with procured products and services.

To ensure the effectiveness of our policies and procedures, we will conduct regular reviews of this Modern Slavery and Human Trafficking Statement. These reviews will assess the implementation of anti-slavery measures, identify any areas for enhancement, and ensure compliance with legal requirements and industry best practices.

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