

The Savoy Hotel Limited
Modern Slavery Statement – 2021 Financial Year

This statement is made on behalf of The Savoy Hotel Limited (“TSHL”), pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31 December 2021. It sets out the steps that TSHL has taken and is taking to ensure that slavery and human trafficking are not taking place in its business or any part of its supply chain.

About The Savoy, its business, and its supply chains

TSHL is the corporate owner of The Savoy Hotel (“**The Savoy**” or the “**Hotel**”). The Savoy is a five-star luxury 267 guest room hotel in the heart of central London. It was the first luxury hotel in Britain and dates back to 1889. It has around 200 staff, who are employed by TSHL.

TSHL itself does not actively conduct The Savoy’s business. Rather, Fairmont Hotels and Resorts, part of Accor, a multi-national hospitality company (“**Accor**”) manages the Hotel, its business, and employees on TSHL’s behalf pursuant to a long-term management agreement. The Savoy’s procurement, in particular, is made through Accor’s ethical procurement process. In general, The Savoy’s immediate supply chains are limited and restricted to a specific range of key preferred suppliers, both in the UK and overseas.

Combatting modern slavery and human trafficking

TSHL imposes strict contractual obligations on our hotel manager to comply with all applicable laws, including those relating to labour and employment practices.


As manager of The Savoy, Accor has in place a range of comprehensive measures to help ensure that modern slavery and human trafficking are not taking place in their businesses or supply chains. We set out below a summary of some of their key measures which directly impact on The Savoy, its business and its supply chains:

- Accor’s Ethics & CSR Charter provides a framework for the Accor Group’s commitment to being a responsible corporate citizen including a commitment to human rights, including the prevention of modern slavery and human trafficking. A copy of the Charter can be found here: <https://group.accor.com/en/group/our-commitments/accor-ethics-and-compliance>.

- A compliance programme operated by a network of compliance officers, under the authority of the Chief Compliance Officer (CCO), who reports directly to the Group Chief Legal Officer; and has direct access to the Chairman and Chief Executive Officer of the Accor Group.
- Awareness training for relevant employees and partners on its compliance programme, incorporating topics related to ethics, modern slavery and human trafficking.
- Use of the CSR rating platform developed by EcoVadis, enabling the Accor procurement team to assess CSR performance in its supply chain via a specific questionnaire completed by the supplier. Suppliers are scored on their social responsibility, environmental and ethical performance and how much control they have over their own supply chain.
- Encouraging colleagues to report any instances of potential misconduct or breach of laws, regulations or policies (including via an anonymous online whistleblowing platform).
- Accor is a signatory to the United Nations Global Compact, and maintains partnerships with organisations such as ECPAT, PurProjet, Energy Observer, Community Conservation Fund Africa and The Camp supporting its dialogue to increase awareness of human rights issues.
- The establishment of an audit plan for high-risk suppliers for the period 2017-2020 period.
- Contractual provisions in many supplier contracts enabling TSHL to terminate supply contracts in circumstances where the supplier fails to comply with mandatory local labour laws, including those relating to modern slavery.

TSHL continues to actively monitor its success in preventing modern slavery and human trafficking from taking place in its business and supply chains by reference to reports and alerts from our staff, the public, non-government organisations and law enforcement agencies.

This modern slavery and human trafficking statement for the financial year ending 31 December 2021 has been approved by the board of directors of TSHL on 27 September 2022.



Sean P. Harrison
Director

The Savoy Hotel Limited