

HUMAN RIGHTS POLICY

ABOUT THIS POLICY

The Restaurant Group (TRG) is a responsible business and is committed to respecting internationally recognised human rights standards, including the International Bill of Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

This policy sets out the baseline standards for TRG's UK operations, and applies to all employees, contractors, agency workers and any third parties, including our managed supply chain. This policy sits alongside our Modern Slavery Statement, our Health & Safety Policy, our Equality, Diversity and Inclusion Policy, our Whistleblowing policy, our Anti Bribery and Corruption policy, and our Ethical Sourcing Policy, which include further details regarding human rights in the supply chain.

Individual divisions or brands may choose to adopt further policies and procedures, or implement additional requirements, provided they are not inconsistent with this policy.

OVERARCHING PRINCIPLES

TRG will seek to avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts should they occur.

TRG will seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services through our business relationships.

Our commitment to respecting human rights includes the following:

Employment

TRG does not permit the use of forced, bonded, indentured or involuntary labour. Workers are not required to lodge 'deposits' or identity papers with the Company and are free to leave our employment after giving standard contractual notice.

Respecting freedom of association

TRG recognises that workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. Workers' representatives will not be discriminated against.

Working conditions

TRG will provide a safe and hygienic working environment, in accordance with our Health and Safety Policy and all relevant legal requirements and guidance.

Child labour

TRG does not permit the use of child labour, and appropriate documentation and processes will be maintained to prevent this.

Wages and benefits

TRG will ensure that wages meet national legal standards as a minimum. Workers will be provided with written and understandable information about their wages before they enter employment and each time they are paid.

Deduction of wages as a disciplinary measure is not permitted, and we will not make deductions from wages not provided for by national law without the express permission of the worker concerned.

Hours of work

TRG will ensure that working hours are reasonable and comply with the law. Any hours worked in excess of 48 hours per week will be voluntary and will be in line with the terms of our employment contracts.

Discrimination

TRG does not permit discrimination of any kind and we will not tolerate it in any of our workplaces. We are committed to promoting equality of opportunity for all employees and job applicants, as set out in our Equality, Diversity & Inclusion (EDI) Policy.

Regular employment

Work performed for TRG will be on the basis of a recognised employment relationship established through national law and practice.

Harsh or inhumane treatment

TRG prohibits all forms of physical and verbal abuse, the threat of physical abuse, sexual harassment and other forms of intimidation.

We will only take fair disciplinary actions, which must be proportionate and fully compliant with the law.

IMPLEMENTATION

In order to meet our commitment to respect human rights, we will:

- Communicate this policy to employees and make this policy publicly available on our website
- Maintain appropriate documentation and processes to support this policy
- Maintain and develop our other policies to reflect and support this policy
- Provide guidance and encouragement for employees to report suspected breaches to this policy, through our whistleblowing policy
- Review this policy at least annually

Reviewed/updated: July 2024

Approved for renewal by the TRG Board: 30 July 2024