

Human Rights Overview

Introduction

Whitbread's human rights in the supply chain due diligence is driven by our Responsible Sourcing Policy which is aligned to ILO Conventions and the UN Guiding Principles on Business and Human Rights.

We also have a wider Human Rights Policy which speaks to our most salient human rights risks and is supported by a robust due diligence and remediation system to manage those risks effectively.

The International Tourism Partnership (ITP) introduced a set of Principles on Forced Labour for the global hotel industry on forced labour and human trafficking to counter such practices in recruitment and employment globally. As members of the International Tourism Partnership (ITP), Whitbread have been actively involved in the work around forced labour and human rights and we endorse the Principles on Forced Labour.

These principles are:

1. Every worker should have freedom of movement
2. No worker should pay for a job
3. No worker should be indebted or coerced to work

Risk Assessment

We have undertaken a risk assessment to identify our salient risks and design our strategy for responding to them. Senior leaders were involved in the process of risk assessment, and it is vital that they show leadership on the issue and are aware of the significance of human rights issues across our business and supply chain and are now working with key stakeholders to develop output into Policy.

Procurement processes

Our core procurement process integrates the Responsible Sourcing Policy to ensure it is communicated effectively with our suppliers and partners. The Policy is implemented across our global supply chain to all suppliers, including construction, contractors and labour providers. We measure supplier performance against the Policy standards through our due diligence systems (Trade Interchange) which all suppliers are required to register on. This process is on-going and enables capture of their acceptance of our policies, key performance and compliance information (including evidence-based verification) and management of improvement action plans. This year we have also launched SEDEX which will enable us to conduct further due diligence.

Assurance

We undertake third party, independent ethical audits (to the SMETA standard) for higher risk suppliers as a priority. High risk suppliers are identified through risk ratings and a global supply chain analysis completed with Stop the Traffik to identify higher risk areas for modern slavery. Our work now focuses on developing and implementing a response or remediation to that risk. Our strategy is aligned to the Ethical Trading Initiative's (ETIs) human rights due diligence framework.

Dubai – MIDDLE EAST

Premier Inn Hotels LLC operates six Premier Inn's in the UAE and one Premier Inn in Doha. There are plans to open a further six Hotels by 2021. PIH LLC is a Joint Venture between Emirates Group and Whitbread PLC, of which Whitbread is a minority investor.

In an extension to our JV with Emirates Group, an Emirates Company call Emirates Retail Leisure LLC leases & delivers most of the Food & Beverage space/offerings.

The recruitment and all other HR processes of our Premier Inn team members (housekeeping, reception, and hotel management) is completed by the joint venture's HR team. In addition, the JV provides accommodation for team members who are employed by Premier Inn Hotels LLC. As part of this process, Premier Inn pay the charges and costs associated with recruitment (agency fees, travel costs, visas and medical checks).

We are committed to respecting human rights wherever the Whitbread businesses operate. We have made good progress across our global supply chain and are in the process of developing our strategy for addressing associated risk with our international business.