

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made for the purpose of complying with Section 54 of the Modern Slavery Act 2015 ("the Act") and is to be interpreted in accordance with that Act.

This statement sets out the steps we have taken during our financial year ended 29 June 2024 to ensure that modern slavery is not occurring within our supply chain or in our own organisation.

Structure and Activities

The Revel Collective plc is a publicly quoted company that manages and operates an estate of 40 premium bars and 22 gastro pubs, throughout the UK under the Revolution, Revolucion de Cuba, Founders and Peach Pub brands. As at the end of the last reporting period 29 June 2024, we had approximately 2,300 employees and a turnover of £149.5 million.

Supply Chains

Our supply chains principally relate to the provision of food and drink. We have contractual arrangements with all of our suppliers and a dedicated purchasing department to oversee the implementation of major supplier agreements and to ensure that adequate procedures and protections are in place. We are committed to ensuring that we are not supplied by anyone who engages in human trafficking and modern slavery.

We employ the substantial majority of our workforce directly.

Policies

Our Right to Work and Recruitment Policies are followed to ensure, as far as possible, that migrant workers are not exposed to exploitation and that the business is not exposed to the fraudulent recruitment of employees.

We also operate a Whistleblowing Policy for the benefit of employees to encourage them to report any wrongdoing and which provides them with suitable protection.

Monitoring and Compliance

- We expect all those who have or seek to have a commercial relationship with us to familiarise themselves with the Act, our zero tolerance approach and to act consistently within this.
- We will ask any new suppliers to confirm in writing that they will not allow slavery or human trafficking in their business or supply chains and have implemented policies and procedures to that effect.
- We will seek to include in our arrangements with suppliers a right to suspend or terminate our contracts with them where we have reasonable grounds to suspect that there has been a breach of the Act
- We have addressed Modern Slavery as a formal business risk and put in place a mitigation plan that will be reviewed regularly by the Risk Committee

- We will review our policies on Modern Slavery with a view to identifying any additional policies and codes of conduct that need to be put in place
- We will publish a copy of this statement on our website.

This statement has been approved by the Directors of The Revel Collective plc and is signed by Luke Johnson, Chairman of the Board.

A handwritten signature in black ink that reads "Luke Johnson". The signature is written in a cursive style with a horizontal line extending to the right.

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Chairman
3 December 2024