



Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our disclosure on Modern Slavery and Human Trafficking for the financial year ending 31 December 2025.

Commitment

The senior management team of Burger & Lobster Restaurant Group Ltd recognises that modern slavery constitutes a violation of fundamental human rights and is wholly incompatible with our values. We are fully committed to the principles of the Modern Slavery Act 2015 and maintain a zero-tolerance policy towards any form of forced or compulsory labour, whether within our own operations or those of our partners and suppliers.

Our Supply Chain

Our supply chain comprises approximately 150 suppliers—national and international—providing food, beverages and non-consumable goods. As part of our due-diligence procedures, we require all suppliers to:

- Comply with all applicable employment laws and regulations;
- Prohibit compulsory labour, human trafficking and any analogous practices;
- Monitor their own supply chains and ensure adherence to these standards.

Additionally, we conduct periodic face-to-face meetings with our key suppliers, during which we review their policies and practices to ensure the absence of modern slavery or human trafficking within their organisations.

Any evidence that a supplier is directly or indirectly involved in modern slavery or human trafficking will be treated with the utmost seriousness, and immediate corrective action will be taken.

Ongoing and Future Measures

To strengthen our efforts, Burger & Lobster intends to implement the following steps:

1. Risk Assessment: Identify suppliers and products at risk and conduct targeted risk assessments.
2. Policy Engagement: For existing suppliers without a modern slavery policy, engage to understand and support their planned measures.
3. Continuous Monitoring: Maintain ongoing oversight of supplier compliance.
4. Process Review: Regularly review and enhance our due-diligence processes.



Policies and Training

Our Modern Slavery Policy formalises our commitment to preventing slavery and human trafficking. It equips employees to recognise potential indicators of irregular practices and provides a clear escalation procedure for raising concerns. We guarantee that any individual reporting a suspicion in good faith will face no reprisals. Breaches of this policy by any employee will result in appropriate disciplinary action.

To ensure continued vigilance, we will deliver periodic training to relevant colleagues, and promptly onboard new personnel as required.

Measuring Effectiveness

We will evaluate the success of our anti-slavery measures through:

- The absence of reported incidents from employees, contractors, the public or law enforcement agencies;
- Due-diligence outcomes that confirm suppliers' compliance;
- Regular training completion rates for key and new staff following personnel changes.

Governance

Responsibility for compliance with this statement rests with our department heads—IT, Property, HR, Operations and Marketing—each of whom oversees supplier relationships within their domain.

Burger & Lobster Restaurant Group Ltd

Registered in England No. 08332271

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