

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. The document describes the practices held by Leon Restaurants to prevent modern slavery and human trafficking throughout the supply chain.

INTRODUCTION:

Modern Slavery is present in many parts of the world, including the UK, and as a business we are committed to ensuring that we have practices and procedures in place in our supply chain to assess and mitigate risks, highlight and prevent unethical practices.

BUSINESS STRUCTURE AND SUPPLY CHAINS:

Leon Restaurants was set up in 2004 by John Vincent, Henry Dimbleby and chef Allegra McEvedy. There are currently over 38 stores, with plans to open many more across the world. Leon currently operates globally in collaboration with our franchise partners.

We offer a broad range of products from Mediterranean inspired dishes to cook books and cooking utensils. In addition to this we purchase packaging and equipment for our new and existing stores.

Leon Owned Restaurants: 38

Franchise Restaurants: 14 (11 UK/3 Holland)

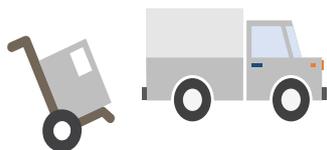
Operating countries: UK and Holland (subject to change before the end of 2018)



Number of employees: Approx. **1000**



Number of suppliers: Approx. **45** Food items and 20 Packaging



POLICIES AND CONTRACTUAL TERMS:

Internal Prevention Practices:

We have established internal policies to ensure that all our employees are treated fairly. Our Recruitment and Employment Principles is focused on equal treatment without discrimination and with the protection of employment law for all staff.

They are broadly based on principles developed by the United Nations and Institute for Human Rights and Business regarding migrant workers. However, we have chosen to extend relevant principles to all our staff.

Resourcing and Working at Leon:

All employees working for Leon on a permanent or temporary basis have been subject to a right to work check as per UK legislation requirements. However, we do not hold or retain original passports, identity documents or residency papers.

We provide written statements of terms and conditions of employment to all staff as required by law. These documents explain everything in a clear and transparent way.

Everyone is paid regularly, in accordance with their terms and conditions. We provide a written summary of pay and deductions (pay slip) on every occasion.

We provide safe and decent working conditions with suitable training as necessary. Our operations comply with or exceed statutory health and safety standards.

We provide formal grievance provisions through which staff are free to lodge a work-related complaint or raise a matter of concern.

We provide a safe route for potentially affected staff to call anonymously to report issues

We will constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed. Leon is committed to providing a working environment free from harassment and bullying and ensuring all staff are treated, and treat others, with dignity and respect

Supplier Prevention Practices:

It is important to be aware of labour practices in our supply chains and the need to monitor, evaluate and action information about our suppliers' performance. As a minimum, we expect our suppliers to work towards compliance with ETI Code of Conduct or the local law.

Our Purchasing, Technical and Supply Chain teams are leading initiatives with our suppliers to ensure we have a good understanding of policies and reinforcement of correct ethical practices.

DUE DILIGENCE PROCESSES:

We have identified the need for a robust process to ensure modern slavery prevention procedures are in place with our partner suppliers. Our Technical and Purchasing team ensures that a programme is in place to assess the risk in our supply base and action when issues arise. Through our risk assessment and supplier management we can monitor and review compliance with our suppliers.

CONTINUOUS IMPROVEMENT:

Our organisation is continuously striving to improve current systems and processes to ensure that we have the correct tools and resources to identify risk and put in place robust preventative measures to prevent modern slaving and human trafficking.

Supplier Ethical Policy:

We recognise the need to review our Supplier Ethical policy and include clauses pertinent to the Modern Slavery Act 2015 and a documented risk assessment process for our supply chain.

Training:

In addition, we will review our training programme to include awareness of the Modern Slavery Act 2015 for our staff.

Suppliers Contractual Terms:

Our suppliers' terms and conditions will be updated to include statements and conformance clauses to support our Supplier Ethical Policy.

PRINT NAME:
ROLE: CHIEF

ANTONY PERRING
FINANCIAL OFFICER

SIGNED:



DATE:

7th June 2018