

# Group Statement

## Modern Slavery & Human Trafficking

Issue Date: **April 2019**

Version: **4**

## **MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT: DEFINITIONS, PURPOSE AND SCOPE**

For the purpose of this statement, the term 'Company' means Qdos Entertainment Limited (Qdos) and any associated company.

The Company will publish a Modern Slavery & Human Trafficking Statement on the Company's website each financial year, setting out the steps the Company has taken during the previous financial year to ensure that slavery and human trafficking are not taking place in any of its supply chains and/or any part of its own business.

### **1. Introduction**

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to remain alert to the risks in our business and in the wider supply chain.

Staff members are expected to report concerns and managers are expected to act upon them.

The Company is committed to taking steps which are reasonable and within its control ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. Relevant company policies include: Equality & Diversity, Harassment & Bullying, and Public Interest Disclosure (Whistleblowing).

These policies reflect the Company's commitment to acting ethically and with integrity in all its business practices and relationships and to implementing and enforcing effective systems and controls to assure itself that slavery and human trafficking are not taking place anywhere in its supply chains.

### **2. Company structure and business**

The Qdos Entertainment Group is one of the largest, broad-based entertainment Groups in Europe.

The Company's head office is in the UK. All trading outlets are in the UK.

The Group's business covers the following sectors: Theatres and Hospitality, Theatrical Productions and Hire, Talent Agency, Pubs, Restaurants and Rooms, Design and Print.

Subsidiary companies trading within Qdos Entertainment Group are:

Qdos Entertainment Ltd  
Qdos Entertainment (Pantomimes) Ltd  
Qdos Entertainment (Productions) Ltd  
HQ Theatres Ltd  
HQ Hospitality Ltd  
HQ Theatres & Hospitality Ltd  
HQ Theatres Trust  
Wycombe Arts Management Ltd  
Southend Theatres Ltd  
Wyvern Theatre Ltd  
Beck Theatre Ltd  
White Rock Theatre Hastings Ltd

Orchard Theatre Dartford Ltd  
Colosseum Theatre Watford Ltd  
HQ Theatres Guildford Ltd  
Lyceum Theatre Crewe Ltd  
HQ Theatres Bromley Ltd  
QTalent Ltd  
Executive Cars Ltd  
Adverset Media Solutions Ltd  
Venturequest Property Ltd  
Venturequest Holdings Ltd  
Copper Horse Cottages Ltd

### **3. Supply chains, Due Diligence, Policies & Risk Assessment**

The Company's supply chains include the sourcing of raw materials, principally related to the provision of food and drink.

As part of its initiative to identify and mitigate risk, over the past year the Company has:

- operated its licensed premises as directly managed venues to ensure maximum control of the work environment;
- ensured optimum supervision of the use of Company property and premises;
- built and maintained long standing relationships with local suppliers and customers; and
- made clear the Company's expectations of business behaviour.

Within national or international supply chains, the Company's point of contact is always preferably with a UK company or branch. The Company expects these entities to operate suitable anti-slavery and human trafficking policies and practices, and will state this as a condition of contract.

Whilst it is not practical for the Company (and every other participant in the supply chain) to have a direct relationship with all links in the chain, the Company expects each entity to adopt 'one-up' due diligence on the next link in the chain.

The Company has policies in place to protect whistle-blowers and to encourage concerns to be reported.

### **4. Adherence to values**

The Company's Values and Behaviours promote equality, diversity and fairness throughout its business dealings. As part of this, the Company adopts a zero tolerance policy to slavery and human trafficking and expects its contractors and all those in the supply chain to support those values.

Company and Theatre Directors are responsible for compliance and supplier relationships in their respective business units.

## 5. Training

Staff members are briefed on modern slavery and human trafficking through the dissemination of this Statement. Staff members are informed of, and have access to, all Company policies and receive training, as necessary and appropriate.

## 6. Measurement & KPIs

The Company uses the following key performance indicators (KPIs) to help control effectiveness and to ensure that slavery and human trafficking are not taking place in any part of its business or within any part of its supply chains:

- internal labour monitoring and payroll systems; and
- the level of communication and personal contact with its contact(s) in the next link in the supply chain and their understanding of, and compliance with, the Company's commitment to act ethically and with integrity in line with this statement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's Slavery and Human Trafficking Statement for the financial year ending 31<sup>st</sup> March 2019.

Jim Parry  
Director  
Qdos Entertainment Group