

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 31 March 2019 to ensure that modern slavery is not occurring within our supply chain or in our own organisation.

Structure and Activities

W2D2 is a limited company that operates from 30 premium casual dining restaurants throughout the UK which trade under the Piccolino (20) and Restaurant Bar and Grill (10) brands. The group has approximately 1,500 employees and a turnover in excess of £60m.

Supply Chains

Our supply chains principally relate to the provision of food and drink, a substantial proportion of which are UK based. 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.

Policies

Our Recruitment Policies and Right to Work procedures are followed to ensure that, as far as possible, migrant workers are not exposed to exploitation and that the business is not exposed to 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 companies that have or seek to have a commercial relationship with us to familiarise themselves with the Act and to adopt a zero tolerance approach to consistently act within the Act.

We will ask any new suppliers to confirm 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 any contract with them where we have reasonable grounds to suspect that there has been a breach of the Act.

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.

This statement has been approved by the Directors of W2D2 Limited.


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Vernon Lord
Director

29 March 2019

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