



MODERN SLAVERY STATEMENT 2025

INTRODUCTION

This Statement outlines the actions edyn has taken to identify and address potential risks of modern slavery within its operations and supply chains.

As part of the hospitality industry, we acknowledge our responsibility to take a proactive and thorough approach in tackling slavery and human trafficking. We are committed to ensuring that these practices have no place in our business activities or in those of our suppliers.

OUR BUSINESS AND ORGANISATIONAL STRUCTURE

The Edyn Group* is made up of **3 brands**.

- **Locke** aparthotels;
- **Cove** and **SACO** serviced apartments.

As of this statement date, we have **36 assets**.

- 34 trading (3,921 keys);
- 2 in development (515 future keys).

We have **511 employees** situated either in our central support services or operating within our properties, who deliver services across **8 countries**. United Kingdom; Republic of Ireland; France; Portugal; Germany; Switzerland; Netherlands; Jersey.

OUR POLICY

We have **zero tolerance** for modern slavery and human trafficking in our operations or our supply chains.

TRAINING AND COMMUNICATION

We recognise the inherent risks of modern slavery and human trafficking within the hospitality industry. Therefore, we expect new colleagues to be familiar with the signs and safeguards, and existing colleagues to be reminded regularly. To make this happen, we provide **mandatory training at induction** and **annual refreshers** for all operational staff.

We also ensure this **Modern Slavery Statement is communicated through our leaders**. Our Modern Slavery Compliance Officer is available to answer all queries and concerns, whether reported by internal colleagues or guests, suppliers and any other stakeholders.

OUR SUPPLY CHAINS

We rely on partnerships with trusted third parties to provide the experiences our guests know and love. Therefore, we expect them to maintain our high standards with regards to combatting the risks of human trafficking and modern slavery.



We have identified Laundry services, Housekeeping, Agency workers, Food and Beverage operators, Waste removal services, Property maintenance, Security, and Construction as posing a higher risk of modern slavery.

We have controls in place to ensure new and existing suppliers share our commitment;

- Key suppliers are required to sign our Supplier **Code of Conduct** to declare their commitment to embedding practices that mitigate the risk of modern slavery.
- Suppliers in higher-risk service areas are subjected to **enhanced due diligence** to ensure they have adequate anti-slavery programmes in place and to specify contractual clauses.

COMPLIANCE AND REPORTING

Everyone working with or for the Edyn Group* has a role to play in helping to prevent, identify, and report any instances of modern slavery as described by the International Labour Organisation. All staff are expected to act responsibly and to avoid any actions that could be seen as conflicting with this policy.

Anyone concerned about a potential breach of this policy is encouraged to speak with their line manager. No one will be treated unfairly or face negative consequences for speaking up about a genuine concern. There is also an anonymous whistleblowing hotline which can be accessed through our Code of Conduct. Reports are reviewed by our Modern Slavery Compliance Officer who ensures matters are investigated and remedial plans delivered.

We have not found any indicators of forced labour within our organisation or supply chain in the period.

DEMONSTRATING PROGRESS

We have expanded our enhanced labour standards for housekeeping providers to cover all operational properties.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2024.

ALASTAIR THOMANN, CEO

EDYN GROUP*

DATE: 24 JUNE 2025

A handwritten signature in black ink, appearing to read 'Alastair Thomann', is positioned above a solid black horizontal line.

*UK ENTITIES COVERED BY THIS STATEMENT INCLUDE EDYN LIMITED, EDYN GROUP SERVICES LIMITED, EDYN DEVELOPMENT STUDIO LIMITED AND THEIR UK AFFILIATES. NON-UK OPERATIONS ARE OPERATED UNDER LOCAL ENTITIES BUT COMPLY WITH THIS STATEMENT AS STANDARD.