

## **OVG International - Modern Slavery Act Statement for the financial year commencing 1 July 2025 and ending on 30 June 2026, in accordance with s.54 of the Modern Slavery Act 2015**

OVG Europe Limited (“**OVG**”) (company number 11343889) fully supports the aims of the Modern Slavery Act 2015 (“**MSA**”) and is committed to ensuring the welfare and well-being of our employees and preventing acts of forced labour, modern slavery and human trafficking within our business and supply chains. We impose the same standards on our suppliers.

This statement is made pursuant to section 54 of the MSA and sets out the steps taken by OVG and its subsidiaries to ensure that slavery and human trafficking are not taking place in any part of our business or supply chains.

While this statement reflects the intentions, procedures and policies in place across all the companies in the OVG group, it shall apply in particular to the following companies which fall within the MSA threshold for production of such a statement:

- OVG Europe Hospitality Limited (company number 14356300) which has its registered address at Hilsdon House, 2 Outernet Place, London, United Kingdom, WC2H 8AQ; and
- Rhubarb Food Design Limited (company number 03632492) which has its registered address at 5-25 Burr Road, London, SW18 4SQ.

### **OUR BUSINESS**

In order to deliver exceptional experiences for our guests, whether at a stadium, an event in an iconic location or dining in one of the restaurants within our wider portfolio, OVG and its brands work with many different suppliers. These include food and beverage suppliers, suppliers of contract workers, and suppliers of equipment and other services that help us to deliver our operations. OVG works with many local and national suppliers who share our commitment to eliminating exploitation, trafficking and slavery and who value sustainability and ethical trading.

We have a management team that covers the principal areas of our business including Operations, Finance, Marketing, Human Resources, Events, Sales, Restaurants and Retail and Cuisine. We also engage agency staff from reputable and licensed agencies that offer the services of their workers to assist OVG in delivering catering events. We conduct right to work and age checks for employees, including the minimum age for employment.

The senior management team along with human resources are responsible for OVG’s anti-slavery initiatives. These initiatives include the implementation of policies, risk assessments, investigations, due diligence and staff training.

### **OUR POLICIES**

As a business, we are committed to ensuring that our legal obligations relating to pay under the National Minimum Wage and the National Living Wage are met both for our own staff and those additional staff that we use at our events through agencies. We are also committed to ensuring that all workers’ rights relating to working time and breaks as set out in the Working Time Regulations are upheld. We adhere to health and safety legislation to ensure that our staff and workers are able to work in a healthy and safe environment.

In addition to our Equal Opportunities Policy which applies to all of our staff (both employees and workers), OVG also operates a Whistleblowing Policy that provides practical guidance on the steps that an individual can take in confidence if they reasonably believe that some wrongdoing has taken place; is in the process of taking place; or is likely to take place. Wrongdoing would include any practices that relate to human trafficking and slavery. Anyone who raises a concern under this Statement will be protected against suffering any detriment for having raised their concerns.

## **DUE DILLIGENCE OF SUPPLIERS**

We conduct a risk assessment of our suppliers to ensure that they share our commitment to eliminating slavery and human trafficking. Part of this process requires our suppliers to provide us with details of the measures that they take to ensure that their own operations are free from slavery and human trafficking.

The relationships with our suppliers, customers and other businesses have been established based on shared standards and ethics. Within our supplier agreements and trading terms, we ask suppliers to ensure and confirm that they understand and abide by their legal obligations under the MSA. If we are made aware of any issues of non-compliance, we will work with the supplier to improve their performance and will not continue to work with them if the non-compliance persists.

We also ensure that the agencies that we use to obtain auxiliary staffing for our events are licensed labour providers under the provisions of the Gangmaster Licensing Act 2004 and that they adhere to the main standards required within that legislation.

## **STAFF TRAINING**

We have zero tolerance towards slavery and human trafficking and expect all those in our supply chain, including contractors and agency workers, to comply with our values and report any concerns. To date we have not been made aware of any acts of slavery and human trafficking occurring within our supply chain.

All of our staff are aware of our Slavery & Human Trafficking Statement and OVG's commitment to eliminating human trafficking and slavery within our operations and across our supply chains. On joining OVG, all employees are issued with our staff handbook, which sets out our conditions of employment and policies protecting employees' human rights, health and safety, wages and benefits.

Where members of staff work directly with our supply chains, we provide them with training to enable them to understand better the standards that we require as a business and the important role that they play in helping OVG to identify risks that may arise. Staff will also carry out spot checks of auxiliary workers that are supplied to us by our licenced staffing suppliers.

## **RISK AND COMPLIANCE**

OVG will regularly evaluate the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by maintaining open dialogue with all suppliers and reviewing emerging risks and guidance.

## **FURTHER ACTIONS AND SIGN-OFF**

Following the review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to continue to strengthen our robust standards and due diligence processes.

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 30 June 2026. It was approved by the boards of OVG and the relevant named subsidiaries, on the same date that this statement was made.

Signed by

**Chris Granger, CEO, for and on behalf of OVG Europe Limited and OVG Europe Hospitality Limited**

and

**Laraine Beament, CFO, for and on behalf of Rhubarb Food Design Limited.**

12 March 2026