

## **Annual Modern Slavery and Human Trafficking Statement from the Board of Directors**

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

This statement sets out the Company's continued commitment to prevent and to understand potential modern slavery risks related to its business in the UK and to put in place steps that are aimed at ensuring that there is no modern slavery or human trafficking in our business and our supply chains.

It outlines the ongoing steps we have and will continue to take to ensure our compliance to the Modern Slavery Act 2015.

### **Organisations Structure**

Vapiano is a restaurant operator and currently has 8 restaurants in the UK. The parent company Vapiano SE has its head office in Germany and operates restaurants around the world.

### **Our supply chains**

Our supply chains include the sourcing of raw materials principally related to the provision of food and drink. We also have contract agreements with a number of service providers.

### **Our policies on Slavery and Human Trafficking**

We continue to be totally committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We continue to actively communicate our Modern Slavery and Human Trafficking Policy to both current and new employees along with other related policies and procedures. We continue to ensure that wages and benefits comply with prevailing UK Government legislation.

These actions continue to demonstrate our commitment to acting ethically and with integrity in all our employment and business relationships.

### **Due diligence processes for Slavery and Human Trafficking**

As part of our initiative to identify and mitigate risk –

- Sending out communications to every employee in the UK explaining the implications of the Modern Slavery Act 2015 and what they should do to recognise and report potential incidences.
- Providing all UK employees with an update on data and statistics from Government agencies and other sources on slavery in the UK.
- Undertaking ongoing Real Time Checks with our UK employees to so it can be identified if their wages are being "trafficked or paid" to a third party under duress.
- We manage all of our restaurants in a professional, ethical and law abiding way to ensure optimum control of the work environment;
- We undertake thorough and detailed checks pre-employment on all of our employees and build a strong and "family" focused relationship with them at all stages of their Company journey.

- We have experienced and well trained managers running each area of our restaurants here in the UK.
- Where possible we build long standing relationships with our suppliers and make clear our expectations of business behaviour;
- In all dealings with our suppliers we strive to ensure that the highest ethical standards are reached at all times.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

#### **Supplier adherence to our values**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. The Board of Directors are responsible for compliance in their respective departments and for their supplier relationships.

#### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we continue to provide clear communications and raise awareness of modern slavery issues to our relevant members of staff.

#### **Our effectiveness in combating Slavery and Human Trafficking**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains and to provide ongoing monitoring:

- Completion of on-going audits by our internal teams and external parties;
- Monitoring via our payroll systems; and

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

#### **Approval**

We the undersigned hereby certify that the information contained in this statement is factual and has been approved by the Vapiano SE Board of Directors.

#### **Signatures below:**

  
**Cornelius Everke**  
Group CEO

  
**Roberto Moretti**  
CEO for UK & Ireland