



PGL – Modern Slavery Statement 2018

At PGL, we believe that our guests and employees should grow, learn and have fun together. The information below demonstrates our responsibilities to our employees, customers, contractors, suppliers and partners in working to achieve this.

Our Policies:

The following policies are in place and form a part of PGL's approach to the identification of modern slavery risks and describe the steps we will take to prevent slavery and human trafficking:

- Anti-Slavery and Human Trafficking Policy

We specify our expectations for all contractors, suppliers and other business partners including specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude.

- Purchasing Policy

Our purchasing policy requires all high risk suppliers, for example those sourcing their products from outside of the EU, to demonstrate that they use a Factory Auditing process.

- Anti-Corruption & Open Door (Whistleblowing) policy

We actively encourage all employees, customers and other business partners to report any concerns related to the direct activities or supply chains of PGL. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of being victimised for doing so.

Other action that we are taking:

In addition to the policies above, the company continues to take a number of other steps to prevent slavery and human trafficking:

- To raise awareness amongst all our employees, both our anti slavery & human trafficking and our Anti-Corruption & Open Door (Whistleblowing) policy are included as specific topics in the induction training for all employees.
- Supplier contracts (goods and services) include specific reference to the prevention of modern slavery and human trafficking.

Board Approval:

This statement has been approved by the Company's Board of Directors, who will review and update it annually.

Director's signature:

Date: September 2018

A handwritten signature in black ink that reads 'Richard Sanders'. The signature is written in a cursive, slightly slanted style.