



## **Tortilla Mexican Grill Plc Modern Day Slavery Statement June 2024**

Tortilla Mexican Grill Plc is committed to ensuring that slavery, human trafficking and forced labour does not take place anywhere within our own business operations and our supply chains. We have a zero-tolerance policy to any form of slavery and trafficking, and we are committed to taking continuous improvement steps with our employees and suppliers to mitigate any risk of such activities taking place.

This statement has been published in accordance with the Modern Slavery Act 2015 (MSA) and sets out these steps as well as considerations for the business over the coming years.

### **Scope**

Tortilla Mexican Grill Plc employs around 1100 people across our 65+ restaurants and in our support centre and CPU. We have an outsourced supply chain team who work closely with our food and drink suppliers; and with regards to our non-food/drink related suppliers including building maintenance and services suppliers we work directly with these suppliers. We are proud to say we have established, and strong relationships based on transparency and trust with all our suppliers.

### **Our Suppliers**

We require all of our direct suppliers to work closely with their supply chain including distributors, agents and producers to achieve 100% transparency and knowledge of operations within our supply chain. We are committed to ethical trading and ensuring that modern slavery and human trafficking have no place in our supply chain.

We recognise the importance of working with suppliers who share our values and uphold high ethical standards. We have a strict supplier approval section outlines our approach to supplier selection and the steps we take to prevent modern slavery and human trafficking in our operations. We assess potential suppliers based not only on quality, cost, and reliability but also on their ethical practices and commitment to human rights.

### **Our Employees**

To ensure we minimise the risk of slavery and human trafficking within our own business, our recruitment processes include ID and Right to Work checks with managers having received training on this subject. These checks are captured on a digital platform for monitoring and reporting purposes.



## **Whistleblowing and Grievance**

Tortilla Mexican Grill Plc encourages its employees to report in confidence any concerns or suspected wrongdoing related to any part of the organisation. Our whistleblowing policy covers all employees, officers, consultants, contractors, casual workers and agency workers.

Full grievance procedures including management of the investigation and outcome are clearly set out and shared with employees. A confidential support and counselling hotline is also available via Health Assured on our Perkbox Platform for anyone who raises concerns under this policy.

Tortilla Mexican Grill Plc has also appointed its own Whistleblowing Officer and provides details of Protect, an independent whistleblowing charity that offer confidential support and advice for individuals.

## **Anti-Bribery**

Tortilla Mexican Grill Plc is committed to conducting all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and require all our employees and those working on our behalf to act professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

We uphold all laws relevant to countering bribery and corruption and we remain bound by UK laws, including the Bribery Act 2010, in respect of our conduct both at home and abroad. Our due diligence in complying with the law includes implementing and enforcing effective systems to counter bribery and corruption.

Training on this policy forms part of the induction process for all employees who work for us, and regular training will be provided as necessary. Our zero-tolerance approach to bribery and corruption must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them.

## **Employee Code of Conduct**

All employee policies including health and safety, food safety management and Code of Conduct are available on our internal digital platform where employees can always have access to it. Most are also referenced in our Employee Handbook which every new employee is issued with when joining the business.

We monitor feedback from our team in respect of the training they have received to support compliance with the policies. We are committed to maintaining the highest standards of employee conduct and ethical behaviour in all business activities including when managing our supply chain both at here in the UK and overseas.



## Continuous Improvement

We continuously review and improve our supplier approval processes to strengthen our approach to ethical sourcing and combatting modern slavery. We engage with industry initiatives and stakeholders to stay informed of best practices and emerging trends in ethical trading.

By implementing these measures, Tortilla is dedicated to promoting ethical practices throughout our supply chain and preventing modern slavery and human trafficking. We are committed to transparency and accountability and strive to work with suppliers who share our commitment to responsible business practices.

## Next steps for 2024/2025

1. We will continue extend our review of suppliers to those who provide non-food products including uniforms and equipment as well as services including marketing and I.T to ensure that there is no slavery or human trafficking within our supply chains. All relevant policies and due diligence will be uploaded onto our digital platforms for monitoring and reporting purposes.
2. We will be further developing our ESG reporting mechanisms to ensure that modern slavery and human trafficking risk monitoring are being effectively monitored and reported. This will include annual reporting of Sedex supplier self assessment, audits and non-compliances with confirmation of corrective action.
3. Our Employee Handbook will be reviewed and where needed updated to reflect any updates we make and as always this forms part of the onboarding and training process for new employees.

## BOARD APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Tortilla Mexican Grill Plc modern slavery and human trafficking statement for the financial period ended 31 December 2023. This statement was approved by the board of Tortilla Mexican Grill Plc on 11 June 2024.