



# COOKABURRA MODERN SLAVERY POLICY

This Modern Slavery Policy Statement (the “Statement”) is made by Cookaburra (referred to herein as “Cookaburra,” “we,” “us,” or “our”) pursuant to the requirements of the Modern Slavery Act 2015 (the “Act”) and sets out our commitment to combatting modern slavery and human trafficking in all its forms.

## 1. Purpose

1.1 Cookaburra is committed to upholding the highest ethical standards and ensuring that modern slavery and human trafficking do not occur within our business operations or supply chains. This Statement outlines the measures we have taken and will continue to take to prevent modern slavery and human trafficking.

## 2. Group Structure and Business

2.1 Cookaburra is a hospitality recruitment company headquartered in London, United Kingdom, with operations primarily in the UK. We engage with stakeholders across various sectors within the UK hospitality industry.

## 3. Policies, Standards, and Procedures

3.1 Standards of Conduct: Cookaburra has established a Standards of Conduct policy that sets out the principles and values that all employees and representatives are expected to adhere to. These principles include integrity, ethical behavior, and respect for human rights.

3.2 Compliance with Employment Law: We have implemented policies and procedures to ensure compliance with all applicable UK employment laws and regulations. Cookaburra conducts regular internal audits to assess and maintain compliance with these laws.

3.3 Procurement Practices: Cookaburra’s procurement procedures prioritize value for money while also considering environmental and ethical factors. We aim to engage suppliers who share our commitment to ethical practices and sustainability.

## 4. Risk Assessment

4.1 Board Oversight: The Board of Directors, with the support of Internal Audit, oversees and monitors high-risk areas within Cookaburra’s operations and supply chains. We conduct regular risk assessments to identify and mitigate the risk of modern slavery and human trafficking.

4.2 Client Employment Practices: Cookaburra conducts thorough reviews of client employment practices to ensure compliance with ethical standards and legal requirements. Our procedures for monitoring and advising clients on employment practices are regularly evaluated and updated.

## 5. Conclusion

5.1 Cookaburra is committed to maintaining and strengthening our efforts to prevent modern slavery and human trafficking. This Statement has been approved by the Board of Directors and will be reviewed periodically to ensure its effectiveness and compliance with legal requirements.