LOUNGERS

LOUNGERS MODERN SLAVERY STATEMENT

INTRODUCTION

Loungers UK Limited ("Loungers") recognises that modern slavery and human trafficking has the potential to affect its business and its supply chain. At Loungers, we are committed to maintaining, improving and introducing appropriate and proportionate safeguards within our business and supply chains with the aim of ensuring there is no slavery and human trafficking present within any areas of our business.

OUR ORGANISATION STRUCTURE

Loungers was founded in 2002 and is the operator of Lounge Cafe Bars, Cosy Club Bars and Restaurants and Brightside Roadside Dining. We directly operate over 310 sites across the UK and directly employ over 9400 staff.

We have a published Modern Slavery Act (MSA) statement and continue to work to increase awareness throughout our businesses. Our Group Managing Director leads on our MSA activity, reporting to the Executive Board. The heads of business including Brand Managing Directors and heads of the people, procurement, property, finance and IT teams support by taking responsibility for their department's compliance with regards to responsible sourcing. We work with SEDEX to monitor our supply chains, allowing us to identify and manage risk. SEDEX is a global organisation providing services to map supply chains and provide visibility of sustainability practices including modern slavery.

OUR POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING

We have a zero-tolerance approach to modern slavery and we demand that all of our contractors, suppliers and other business partners also adopt a zero-tolerance approach.

We demand all our suppliers and partners to demonstrate a similar approach towards the protection of workers' rights, wellbeing and welfare and proactively discuss provenance, authenticity and sourcing of all products and services offered, procured and supplied into the Loungers business.

We are growing rapidly, adding an additional 20-30 sites per year and through this planned expansion we will remain committed to the ideals of a responsible business by establishing programs and systems that protect workers within our supply chains and within our business.

OUR SUPPLY CHAIN PURCHASING MODEL

Our supply chain is extensive and diverse, providing products and services via a broad range of food, drink and non-consumable wholesalers and manufacturers, as well as service partners who support our business in all aspects of day-to-day operations, logistics, legal and technological areas.

We strive to develop strong working relationships with all our suppliers and partners and encourage a transparent working ethos and a requirement for ethical and sustainable products from across the UK and around the World.

LOUNGERS

OUR DUE DILIGENCE PROCESSES

As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.

We require our suppliers to have suitable antislavery and human trafficking policies and processes in place.

All our sites are operated by the company directly and are managed by company employees, allowing for vigorous and thorough employment checking processes.

We are the primary contractor for the vast majority of our new site openings, this enables us to have better visibility and control to ensure that no modern slavery exists within the build of our sites.

We specify our trading requirements through contract so that suppliers understand these requirements and we work with SEDEX to manage this risk through our supply chains.

OUR RISK ASSESSMENT AND MANAGEMENT

We will continue to monitor new risks and carefully monitor both existing and new suppliers and business activities. We are committed to continuous improvement in the prevention of Modern Slavery and we will continue to review our practices with a view to further improvement.

Measures we have taken to identify and mitigate risk include:

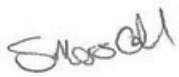
- We establish longstanding relationships with our suppliers, so that we understand how they operate and manage supply chain risks
- We have a published Anti-Slavery and Human Trafficking Act Employee and Supplier Policy published on our Loungers and brand websites
- We have a whistleblowing process which includes an email that our teams have access to, for the raising of modern slavery concerns. This is explained in our employee handbook.
- Use SEDEX to monitor our supply chain for MSA risks

MONITORING EFFECTIVENESS, ENSURING COMPLIANCE

SEDEX provide monitoring, and report compliance through our supply chain. We will continue to review and update our policies, procedures, contracts and training.

Board approval has been given on 20 April 2026 and 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 19th April 2026.

Signed on behalf of Loungers UK Ltd by:



Stephen Marshall, Chief Financial Officer

Date: 20 April 2026