

Modern Slavery Statement 2025

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement sets out the steps that CP Holdings Limited has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. This statement is in respect of CP Holdings' financial year ended 31 December 2024.

What is Modern Slavery?

Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender and ethnicities. Vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors including agriculture, construction, hospitality, and manufacturing.

Our Business and Supply Chains

CP is the family-owned holding company of the CP Group, comprising a number of companies involved in a wide range of activities across a number of territories – including the UK, Central Eastern and Western Europe and Sub-Saharan Africa. The principal sectors in which the Group operates include hotels and hospitality, flexible workspace, machinery, international trading, logistics, technology, and civil engineering.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors.

Policies on Slavery and Human Trafficking

CP recognises that it has a responsibility to take a robust approach to modern slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any other part of our business.

CP has an Anti-Slavery Policy, which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our business including in our supply chains.

In addition to the foregoing, CP operates a Whistleblowing Policy which encourages and enables individuals to report wrongdoing, including any human rights violations such as modern slavery.

CP seeks to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Due Diligence, Risk Assessment and Management

At CP Holdings Limited and throughout the CP Group, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operations and supply chains.

The implementation of our policies and procedures includes due diligence on suppliers that we engage with. This includes the completion of the new supplier on-boarding, which includes checks on policies such as their modern slavery, anti-bribery and health safety.

Our external suppliers are located worldwide and the level of risk (and therefore the level of due diligence required) is dependent on both industry sector and location.

Training on Modern Slavery and Trafficking

CP provides periodic training to our employees on the subject of modern slavery and our policies to address the risks to help increase education and awareness.

Board approval

This statement was approved on 31st July 2025 by the organisation's board of directors, who review and update it annually.

Signed

Date: 31st July 2025

Director – Claire Dudley-Scales