

Hollywood Bowl Group PLC Supplier Code of Conduct

Introduction

At Hollywood Bowl Group PLC, we take our corporate responsibility and compliance obligations seriously. These principles are fundamental to achieving our ambition and influence every aspect of our operations.

Commitment

Our commitment extends to doing what's right for our customers, our people, our partners, the communities where we operate, and the environment. Upholding responsible practices is crucial for our continued success. All stakeholders associated with Hollywood Bowl Group PLC expect us to act responsibly and continually improve.

Supplier Code of Conduct

Suppliers play a vital role in realising our ambition. We ensure that our suppliers share our views on corporate responsibility and compliance.

Below is Hollywood Bowl Group PLC's Supplier Code of Conduct, which all our suppliers must adhere to.

If a supplier intends to use sub-contractors for any part of the services supplied to Hollywood Bowl Group PLC (with our consent where required), you must ensure that your sub-contractors also follow this Code of Conduct by including a requirement in your contract with them.

Scope

1. **Compliance with Laws:** Suppliers must comply with all applicable laws related to their operations. In cases where requirements conflict, suppliers should adhere to the highest standard consistent with the law.
2. **Safe and Healthy Working Conditions:** Suppliers must provide clean, safe, and healthy working conditions for employees, agents, and contractors. Implementing a health and safety policy is essential.
3. **Fair Treatment and Equality:** Suppliers must ensure fair treatment, equal opportunities, and diversity in the workplace. Regardless of gender, race, colour, language, disability, political opinion, age, religion, or national/social origin.
4. **Worker Rights and Welfare:** Suppliers must ensure that workers are treated with respect and dignity, and their rights are protected

Respectful Treatment of Workers

Suppliers associated with Hollywood Bowl Group PLC must ensure that workers are treated with respect and dignity. Degrading treatment, such as mental or sexual harassment, discriminatory gestures, or abusive language, is strictly prohibited. We uphold the following principles:

1. **Human Rights:** Suppliers must respect internationally recognised human rights, including those outlined in the United Nations International Bill of Human Rights and the International Labour Organisation's Core Conventions, Protocols, and Declaration on Fundamental Principles and Rights at Work.

2. Anti-Exploitation Measures:

- Strictly prohibit any form of slavery, exploitation, child abuse, or human trafficking within their operations and supply chain.
- Refrain from employing or using any form of illegal child labour, forced, bonded, or compulsory labour.

3. Anti-Bribery and Anti-Corruption: Suppliers must comply with all applicable anti-bribery and anti-corruption laws and regulations. They shall neither solicit, accept, offer, provide, nor authorize bribes of any kind.

Implementation and Policies

Suppliers are required to have written policies in place to address these matters. Effective implementation within their organisations ensures alignment with these ethical standards.

Document Details

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