

Business Ethics Code for Hollywood Bowl Group PLC

Our Promise

At Hollywood Bowl Group PLC, our behaviour is guided by our purpose. We always act in a safe, responsible and ethical manner when interacting with each other, our customers, and our suppliers.

Ethical Standards

Our Business Ethics Code outlines the important laws and ethical ways of working that all of us must adhere to. It provides guidelines on how we conduct ourselves and ensures alignment with legal and regulatory requirements.

Key Principles

- **Safety and Integrity:** Prioritise safety and uphold integrity in all business dealings.
- **Conflict of Interest:** Avoid situations that may conflict with the company's interests.
- **Legal Compliance:** Ensure compliance with all relevant laws and regulations.

Doing Business honestly

- **Anti-Bribery:** Adhere to a zero-tolerance policy towards bribery and corruption.
- **Fair Competition:** Engage in fair business practices and avoid anti-competitive behaviour.

Upholding Human Rights

- **Modern Slavery:** Commit to preventing modern slavery and human trafficking.
- **Labour Rights:** Support the rights of workers in line with legal standards.

Reporting and Accountability

- **Transparency:** Maintain accurate records and promote transparency in all operations.
- **Report It:** If any of us observe behaviour that does not uphold the Code or could compromise safety, regulations, or policies, we have a duty to report it promptly.

Upholding the Code

Every team member working for Hollywood Bowl Group PLC has a duty to uphold the principles outlined in our Business Ethics Code.

You may encounter challenging situations in the course of business activity. When unsure how to proceed, consider the following:

1. **Legality:** Is your action in compliance with the law?

2. **Safety:** Does your action prioritise safety?
3. **Policy and Values:** Does it align with our policies and values?
4. **Personal Reflection:** Would you feel good about your decision? Is it how you'd like to be treated?
5. **Reputation:** Could it harm Hollywood Bowl Group PLC's reputation if made public?

Limitations

While our ethical standards serve as an important reference guide, they may not address every legal or ethical scenario you encounter.

Document Details

- Last Review: June 2024
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