



MODERN SLAVERY ACT STATEMENT

31 December 2024

This statement is made by Cheval Collection Limited (“Cheval”) pursuant to section 54 of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement for the financial year ending 31 December 2024.

Introduction

Cheval acknowledges, supports and upholds the provisions of the Modern Slavery Act 2015.

It continues to be a priority for Cheval to ensure that we trade ethically and source responsibly. We have a zero-tolerance approach to modern slavery, human trafficking and forced labour throughout our organisation and in our supply chain.

About Us

Cheval is an operator of luxury serviced apartments (or “Residences”) located across the United Kingdom, the United Arab Emirates and the Kingdom of Saudi Arabia. Combining our Residences with our Global Office in London, the company is responsible for approximately 360 employees (or “colleagues”) and has relationships with external parties globally to support the running of the business across all key departments at both Residence and Global Office level.

We acknowledge that operating within the international hospitality industry poses a higher risk of modern slavery, and as such we remain vigilant and committed to maintaining the highest levels of transparency and welfare within our business.

Internal Policies

Our business culture promotes the following values:

- high ethical standards of operation;
- equal treatment of all our colleagues to prevent discrimination;
- the ability to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment;
- the ability for colleagues to freely chose employment: no forced or bonded labour is permitted;
- working in a healthy and safe environment;
- payment of wages and benefits for a standard working week that meet or exceed the minimum national requirements;
- freedom of association and the right to collective bargaining;
- the long-term objective of eliminating child labour globally;
- high standards of employee welfare.

Underpinning these values are our internal policies, including Health and Safety, Equal Opportunities, Dignity at Work and Whistleblowing, among others. These policies reflect our continuing commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to eliminate slavery and human trafficking from our supply chain. They are continually monitored and updated when required. The policies provide our colleagues with a means of raising concerns about unethical conduct without fear of reprisal. Our staff and others



connected with us are encouraged to speak up if they have any such concerns, with the reassurance that all reports will be investigated and appropriate remedial actions taken.

Training

We expect all colleagues to be familiar with the signs of modern slavery and human trafficking and the associated safeguarding requirements. We provide mandatory training for new colleagues at induction and annual refreshers for all staff. This training is delivered both face to face and online via our Learning Management System.

Our leadership teams and managers are coached and encouraged to monitor the wellbeing of their teams, including all agency workers. We also provide access to our Employee Assistant Programme, which provides a wide range of confidential support services for our colleagues. Awareness is regularly reinforced through internal communications and policy updates.

Our Supply Chain

Our current supply chain supports our business in the following ways:

- arranging the supply of goods and services (some by contractors) to the business
- arranging the supply of agency workers to support the business's staffing requirements.

As an operator of serviced apartments within the hospitality industry, our business involves the purchase of goods and services from all over the world ranging from furniture, fixtures, equipment and operating supplies to outsourced cleaning services, maintenance services, consulting services and other similar operational services. We recognise that the use of foreign and migrant labour by suppliers within the UK and overseas is a particular risk area for our business. To limit the ability for third parties to exercise control over earnings, our colleagues' wages must be paid into bank accounts in their own names.

We expect all members of our supply chain to adopt values and practices which are consistent with our own. We conduct pre-engagement due diligence of all new suppliers and require all contracts of engagement to include provisions for compliance with UK legislation (including specifically the Modern Slavery Act 2015), as well as for termination if the supplier violates any laws which prohibit forced labour, slavery and human trafficking.

Actions during 2024

We continue to monitor risk areas within our supply chain and our business generally and to take the necessary steps to mitigate the risk of slavery, human trafficking or exploitation occurring. We will not support or deal with any business knowingly involved in slavery, human trafficking, child or sexual exploitation and we will protect whistle-blowers. To the extent any existing or new supplier to our business is found to be so knowingly involved, we will cease all dealings with them.

Mohammed Alawadhi
Managing Director
Cheval Collection Limited

30 June 2025