



Dalata Hotel Group Supplier Code of Conduct



DALATA
HOTEL GROUP

Dalata Hotel Group Supplier Code of Conduct

Dalata Hotel Group Supplier Code of Conduct 2020

This Supplier Code of Conduct (Supplier Code) sets out the standards that Dalata Hotel Group plc (Dalata) expects its suppliers to adopt in relation to their business practices and value chains. It is our policy to conduct our business with honesty, integrity and openness.

We have established responsible business priorities identified under the pillars: People, Culture and the Environment. These pillars are built on a strong corporate governance platform. It is Dalata's policy to adhere to the UK Corporate Governance Code.

This Supplier Code is aligned with our responsible business framework and is designed to provide assurance to our stakeholders of our commitment to maintain a sustainable supply chain where counterparties are accountable for upholding standards in the areas of Business Ethics, Labour practices, Health & Safety standards and environmental impact.

People

We expect suppliers to treat all employees fairly, honestly and with respect, and at minimum with the following requirements.

HUMAN RIGHTS

- Suppliers shall not permit child labour to be used in any operation connected with Dalata Hotel Group. No child below the age for finishing compulsory schooling, or 15 years of age (whichever is the greater) may be employed by a supplier, subject to International Labour Organisation (ILO) exceptions.
- Where young people under the age of 18 are employed, suppliers will ensure that their work is not likely to be harmful to their health and/or development, including no working under hazardous conditions and ensuring compliance with all applicable laws.
- Suppliers must ensure that all employees have the legal right to work and any migrant workers should be in possession of a valid work permit issued by the relevant authority.
- Suppliers shall not permit the use of forced or involuntary labour of any type (i.e. forced, trafficked, bonded, indentured or involuntary prison labour) and workers shall be free to leave employment without penalty on the provision of reasonable notice.
- The use of physical abuse, verbal or sexual harassment or intimidation of workers shall not be tolerated.
- Suppliers shall not discriminate in hiring, compensation, access to training, promotion, termination or retirement on the grounds of race, caste, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, family status, pregnancy, union membership, political affiliation, disability or other legally protected class.
- Suppliers shall ensure that their employees are fairly compensated and that, at a minimum, they comply with all applicable wage and hour laws. Deductions to wages shall only be made in accordance with applicable law.
- Suppliers must provide for working hours that comply with national laws and industry standards.
- All overtime shall be voluntary and compensated in accordance with applicable laws.

Occupational Health & Safety

Suppliers shall ensure that all work and related facilities comply with applicable Health & Safety requirements and legislation. All employees are to be appropriately trained in these areas and effective protective training provided to safely carry out their duties.

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Culture

Our Culture is reflected in the way that we engage with our customers, communities and suppliers and through our values of fairness, people, service and individuality.

- In keeping with our commitment to exercising appropriate standards of professionalism and ethical conduct in all business activities, Dalata will not tolerate bribery or corruption in any form, or any breach of its Anti-Bribery Policy.
- Suppliers and business partners are not permitted to directly or indirectly promise, offer or provide any improper advantage to any person or entity, including officials of a government or a government controlled entity. Dalata's employees are not allowed to accept any such advantage and we expect the same approach in business dealings from our business partners, suppliers and third parties.
- Suppliers are expected to maintain accurate records of their activities and performance that clearly demonstrate compliance with all applicable standards, regulations and Dalata's requirements.
- Suppliers must disclose any potential conflicts of interest, including those arising from personal relationships, economic interests or other ties that could materially influence the supplier in the performance of its contractual obligations by reason of the fact that such performance could affect those interests by conferring on them or withholding a substantial benefit.
- Suppliers shall provide Dalata with high-quality products, ingredients and services that meet all applicable quality and food safety standards, and demonstrate that they have robust food safety and quality management systems in place. We expect suppliers to immediately report to Dalata any concerns about product safety.
- Suppliers shall take appropriate measures to secure and protect all confidential information related to its relationship with Dalata and use it only for the purpose authorised under contractual agreement. This obligation shall remain in force regardless of the status of the business relationship.

Environment

Dalata is committed to the implementation of proactive measures to help protect and sustain the environment for future generations of our guests and employees.

- Suppliers to Dalata shall carry out operations with care for the environment and at a minimum will comply with all applicable environmental laws and regulations.
- Dalata expects suppliers to support its sustainability commitments through the adoption of good operating practices. In particular, suppliers should seek to optimise their use of natural resources and minimise the generation of waste.
- Suppliers will endeavour to secure their raw materials from fully traceable, sustainable sources and where required, will be members of relevant multi-stakeholder initiatives or reporting platforms that support Dalata responsible sourcing ambition.

Governance

Suppliers will comply with all applicable laws and with the provisions of this code of conduct.

- Suppliers shall have the appropriate processes and systems in place to do so, including a means for the confidential reporting of concerns about misconduct or unethical behaviour and an appropriate mechanism for addressing any issues identified. Where issues are identified through internal reporting, whistleblowers will be protected from any negative repercussions.
- Suppliers shall cooperate with Dalata to allow it, or any authorised third party, to conduct audits to verify compliance with these standards or other required certifications. In the event that deficiencies are identified, the supplier will take the steps necessary within an acceptable timeframe to correct any deficiency to Dalata's satisfaction. Suppliers shall immediately report any concerns about compliance with legal requirements or any aspect of this code, to their designated point of contact.
- Where a supplier is found to have contravened the requirements set out in this Code, and fails take the steps necessary, within an acceptable timeframe to correct the deficiency, Dalata reserves the right to terminate any associated agreement or business relationship.
- Suppliers must comply fully with all their obligations in relation to all taxes due within the jurisdictions in which they operate. Suppliers must not participate in tax evasion or facilitate tax evasion by others.

Appendix 1

Dalata Hotel Group plc (Dalata) Supplier
Code of Conduct Acknowledgement



DALATA
HOTEL GROUP

Appendix 1

Dalata Hotel Group plc (Dalata) Supplier Code of Conduct Acknowledgement

TO: DALATA HOTEL GROUP PROCUREMENT DEPARTMENT

We confirm our understanding of, and agree to conduct our affairs in compliance with the requirements set out in the Dalata Supplier Code of Conduct, and

We agree to provide such additional information as may be required from time to time by Dalata, and/or to facilitate and to cooperate with enquiries made by Dalata, including site visits, in order to provide assurance of compliance with the Dalata Code of Conduct.

Name of Supplier Company:

Name of Supplier Signatory:

Job Title of Supplier Signatory:

Signature:

Supplier Company Address:

Date:

Supplier code of conduct

Dalata Hotel Group

ADDRESS:

Termini,
3 Arkle Road,
Sandyford Business Park,
Dublin 18, D18 C9C5

TELEPHONE:

+ 353 (0)1 206 9400

For more information please contact:

GENERAL QUERIES:

info@dalatahotelgroup.com

INVESTOR QUERIES:

investorrelations@dalatahotelgroup.com

CAREER QUERIES:

jobs@dalatahotelgroup.com



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