

## **Introduction from the Director of Procurement, Nasser Shaher**

At Staycity UK Limited (**Staycity**) we are committed to improving practices to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

As a group, our goal is to act ethically, with professionalism, honesty, and integrity in all aspects of our business, and to adopt a zero-tolerance approach to modern slavery and human trafficking. Our commitment is to understand potential risks to ensure these practices do not occur within our business or supply chains.

This statement provides an overview of the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain, including the requirements under Staycity's Anti-Slavery and Human Trafficking Policy.

### **Our Organisation's structure and business**

Staycity provides Aparthotel accommodation services in the hospitality sector to both leisure and business customers. We are a part of the Staycity Group (**Group**), and our ultimate parent company is Staycity Investments Holdings Limited (**SIHL**). SIHL's head office is in Ireland. The Group has over 1480 employees and operates in Ireland, England, Scotland, France, Italy, Germany, Austria, Portugal and Netherlands. During the course of 2026, the Group intends to also operate in Poland.

### **Our supply chains**

Our supply chain includes over 3,000 suppliers that provide capital goods and services to service our Aparthotels. The majority of our supply chain is based in the UK and Europe, and we also try to source locally where possible especially for food and beverage.

### **Our policies on slavery and human trafficking**

We have policies in place that reflect our commitment to preventing modern slavery or human trafficking in any part of our business, including our supply chains. Our policies are dynamic and as such are continuously reviewed and updated as necessary.

Our Anti-Slavery and Human Trafficking Policy underpins our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains. We also have in place an Anti-Slavery and Human Trafficking Guide which applies to all those working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners. The guide outlines the responsibility of all individuals working within the Group or under its control to prevent, detect, and report any instances of modern slavery in the business or supply chain.

### **Due diligence processes for slavery and human trafficking**

We understand that the hospitality sector poses a high risk of modern slavery. As part of our initiative to identify and mitigate risk we are implementing a Group Supplier Code of Conduct for suppliers to sign up to on our onboarding process.

## Supplier adherence to our values

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all our contractors, suppliers and other business partners and, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and the expectation is that our suppliers hold their own suppliers accountable to these same high standards.

Our Anti-Slavery and Human Trafficking Policy applies equally to suppliers, external consultations, third party representatives and business partners as it does to our employees.

To ensure our suppliers' business practices align with our values and principles, our Group Supplier Code of Conduct requires our suppliers to;

- uphold the highest standards of human rights and labour practices, including prohibiting child labour, forced labour, and human trafficking;
- conduct their business ethically and with integrity;
- provide a mechanism for employees and stakeholders to report concerns or violations of this Code of Conduct; and
- be subject to assessment and audit from the Group to monitor compliance with the Code of Conduct.

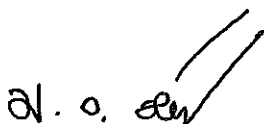
## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we aim to provide adequate and regular training to our management at all levels. Our UK team members will be provided with Modern Slavery training on induction.

## Our effectiveness in combating slavery and human trafficking

We will be looking to use key performance indicators to measure how effective our policies and processes are in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2026. It was approved by the board on 11 June 2026.



Wayne Arthur  
Director, Staycity UK Limited

Date: 11 June 2026