



Human Rights Policy

Ten Entertainment Group plc and all its subsidiaries ("the Group") respects and supports the dignity, wellbeing and human rights of our employees, customers, supply chain and communities in which we operate. Although the primary duty to protect human rights sits with national governments, and as a solely UK based business we believe the risk of breaching human rights is low, we fully recognise our responsibility as a company to respect human rights throughout our business.

This policy has been developed to ensure conformance with the following Acts and documents; The Human Rights Act 1998, The Modern Slavery Act 2015 and the UN Guiding Principles on Business and Human Rights.

This policy applies to our whole business, including all employees, and we expect our suppliers and business partners to uphold the principles in this policy and adopt similar policies within their businesses consistent. This is reinforced by our Ethical Trading Policy which all suppliers and business partners are expected to adhere to.

Diversity and discrimination

The Group treats all employees fairly and without discrimination. The Group's policy on diversity is that no individual should be discriminated against on the grounds of race, colour, ethnicity, nationality, religious belief, political affiliation, sexual orientation, gender, gender identity, age or disability, and this extends to Board appointments. We respect the rights of individuals belonging to groups or populations which may be particularly vulnerable to adverse impacts. All recruitment, hiring, training, compensation and advancement is made on merit.

Fair work and fair pay

Working time directives will be adhered to as per the Working Time Regulations 1998 with opt-out clauses publicised to employees. The Group is committed to fair pay practices including paying employees at least the national minimum wage or living wage levels as appropriate.

Safe working environment

The Group is committed to providing a safe workplace and complies with applicable health and safety laws, regulations and internal requirements. The Group is dedicated to maintaining a productive workplace by minimising the risk of accidents, injury and exposure to health risks. The Group is committed to engaging with employees to continually improve health and safety in the workplace, including the identification of hazards and remediation of health and safety issues.

Workplace security

The Group is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed.

Freedom of association and collective bargaining

The Group respects freedom of association and collective bargaining.

Human trafficking

In accordance with The Modern Slavery Act, which came into force in October 2015, the Group publishes an annual slavery and human trafficking statement. The latest statement reviewed and approved by the Board can be found on the Ten Entertainment Group plc website. The Group does not permit, condone or otherwise accept any form of human trafficking or slavery in its business and the Group is committed to doing what it can to combat these practices.

Forced Labour and child labour

The Group prohibits the use of all forms of forced labour and child labour.

Employee guidance and support

The Group is committed to sharing all relevant policies and standards with its employees and stakeholders with the principles of policy reflected throughout company training. If employees are unhappy about any elements of the policy or believe there has been a potential breach they are encouraged to raise this with their line manager, the People team or alternatively through the confidential whistleblowing hotline. The Group will take all allegations seriously and is committed to investigating and responding to all employee concerns.