

Shiva Hotels

Stop Slavery Summary

Slavery and human trafficking are illegal.
Yet, there are still up to 45.8 million people
trapped in modern slavery in the world today.

WHAT IS MODERN SLAVERY?

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as:



**Sexual
exploitation**



**Forced and
compulsory
labour**



**Human
trafficking**



**Debt
bondage**



**Domestic
servitude**

All of these have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Human Trafficking - the movement of people by means such as force, fraud, coercion or deception with the aim of exploiting them.

Slavery, Servitude, and Forced or Compulsory Labour - ownership exercised over a person; or all work or service that is exacted from any person imposed by coercion or under the threat of penalty and for which the employee has not offered himself voluntarily.

HOW CAN MODERN SLAVERY AFFECT THE HOTEL INDUSTRY?

The hotel and hospitality sector employs 4.49 million people (10% of total workforce) directly and contributes £143 billion to the UK economy. Traffickers and organised criminals may look for ways to exploit this. Forced labour, sexual exploitation and exploitation in global supply chains are particularly high risk areas for trafficking in the hotel industry.

WHAT IS SHIVA HOTELS APPROACH?

Shiva Hotels have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business.

- 1 Within the hotel, we are committed to ensuring our properties and services are not used for the purposes of exploitation, whilst ensuring we maintain the respect and confidence of our customers.
- 2 When employing people, we are committed to ensuring that the individuals who work for us are afforded basic human rights and employment rights and are treated with dignity and respect at all times.
- 3 Throughout our supply chains, we expect the same high standards from all of our contractors, suppliers and other business partners and we expect that our suppliers will hold their own suppliers to the same high standards.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery. This commitment applies to all persons working for Shiva Hotels 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.

STOP SLAVERY BLUEPRINT

Shiva Hotels are implementing a Stop Slavery Blueprint across our portfolio. This is made up of various policies and protocols to reduce risk to modern slavery operationally and within supply chains. The Blueprint aims to raise awareness both internally with our staff on how to reduce risk and combat trafficking, and externally with our customers. Specifically,

1. It aims to raise consumer awareness and encourage vigilance amongst guests, by making Shiva Hotels' Commitment on Human Trafficking & Modern Slavery available on televisions in guests' room and in hotel lobbies.
2. Hotel staff at all levels are receiving practical guidance on how to spot and report concerns, as well as being shown steps to identify potential risks in supply chains.



WHAT ARE SHIVA HOTELS DOING IN THE WIDER INDUSTRY?

Shiva Hotels is a founding member of the Stop Slavery Hotel Industry Network, a collaborative effort bringing together hotel owners, brands, management companies and other industry stakeholders to address the risk of human trafficking in the sector. The Network has committed to pulling together current good practice, learning from individual experiences, and facilitating action that requires this type of collaboration to be successful.

The Network has four main aims:

1. Increase awareness of modern slavery at all levels within hotels.
2. Provide access to resources and information tackling modern slavery within the industry.
3. Challenge “bottom line versus CSR” mentality.
4. Continue to strengthen dialogue with government actors related to relevant policy.

WHERE CAN I FIND OUT MORE?

Shiva Hotels works closely with Shiva Foundation, a corporate foundation dedicated to tackling and preventing human trafficking and modern slavery in the UK, to implement the group's goals and achieve their anti-trafficking aims across the hotel portfolio and in the wider industry. If you have any further questions please contact Shiva Foundation at info@shivafoundation.org.uk or visit their website www.shivafoundation.org.uk.