

# Disco Bowl Ltd.

## Modern Slavery and Human Trafficking Policy

### Version 1

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## **Policy Objective**

Disco Bowl Ltd is committed to preventing modern slavery and human trafficking in all parts of its business and supply chains. We recognise our responsibility to act ethically, lawfully, and with integrity, and to take appropriate steps to ensure that modern slavery does not take place within our operations.

Although Disco Bowl Ltd is not legally required to publish a Modern Slavery Statement under the Modern Slavery Act 2015 due to our turnover, we take the principles of the Act seriously and adopt this policy as a reflection of our values and responsibilities.

## **Scope**

This policy applies to all employees, workers, managers, directors, contractors, agency workers, and suppliers engaged by Disco Bowl Ltd.

## **Our business and risk profile**

Discobowl operates leisure and hospitality venues across the UK. The main areas where there may be an increased risk of modern slavery include temporary labour, agency staffing, cleaning services, maintenance contractors, and supply chains involving food, drink, uniforms, and equipment.

We recognise that while the risk within our direct workforce is low, vigilance is required, particularly where third parties are involved.

## **Our approach**

Disco Bowl Ltd takes the following steps to reduce the risk of modern slavery:

- Carrying out right to work checks for all employees before employment begins
- Paying staff at least the applicable National Minimum Wage or National Living Wage
- Using transparent recruitment practices and not charging workers recruitment fees
- Ensuring workers are free to leave employment in line with contractual notice periods

- Working with reputable suppliers and contractors
- Expecting suppliers to comply with applicable employment and human rights laws

## **Responsibilities**

Managers are responsible for:

- Being alert to signs of modern slavery or exploitation
- Ensuring recruitment and employment practices are followed correctly
- Reporting any concerns promptly

Employees and workers are expected to:

- Raise concerns if they believe exploitation or modern slavery may be taking place
- Co-operate with any investigation

## **Reporting Concerns**

Any concerns relating to modern slavery, human trafficking, or worker exploitation should be raised as soon as possible. This can be done by speaking to a manager or contacting HR.

Concerns will be taken seriously and investigated appropriately. No individual will suffer detrimental treatment for raising a genuine concern in good faith.

## **Training & Awareness**

Appropriate guidance and training will be provided to managers and relevant staff to help them understand modern slavery risks and how to respond to concerns.

## **Review**

This policy will be reviewed periodically and updated where necessary to reflect changes in legislation, guidance, or business operations.