



QUEST

APARTMENT HOTELS

A Member of The Ascott Limited

Modern Slavery Statement

2024

Modern Slavery Statement

Quest Apartment Hotels NZ is committed to respecting and supporting the dignity, well-being and human rights of our employees, everyone we engage with, and those whose lives we impact through our supply chains.

Currently, there is no legislation in New Zealand which directly relates to modern slavery. However, in line with our broader sustainability objectives, we are taking the initiative to only engage with ethical suppliers. We expect and rely on our suppliers' support in identifying modern slavery risks throughout our supply chains. We are working hard to ensure that our supply chains continue to provide us with goods and services that are free of modern slavery and worker exploitation, and align with our company values.

We believe in upholding the highest standards of ethical conduct and human rights, and recognise our responsibility in taking proactive measures to combat modern slavery.

Background

Modern slavery is a severe exploitation of a person, often used to ensure they do not leave their workplace. It commonly manifests as threats, violence or deception.

It also includes forced labour, debt bondage, forced marriage, slavery and human trafficking.

Worker exploitation includes non-minor breaches of employment standards in New Zealand.

The International Labour Organisation estimates that there are approximately 40 million victims of modern slavery in the world to date, with numerous cases of exploitation identified in New Zealand in recent years.

Policy Statement

Quest Apartment Hotels NZ condemns all forms of modern slavery, including forced labour, human trafficking, debt bondage, and any exploitation of vulnerable individuals. We are committed to ensuring that slavery and human trafficking have no place in our business operations and supply chains.

Responsibility

Franchisees, employees, contractors and suppliers are expected to work with us to action this policy statement, and to report any concerns related to modern slavery.

Compliance with Laws and Regulations

Quest Apartment Hotels NZ will work towards complying with all relevant laws and regulations concerning modern slavery in every associated jurisdiction where we operate. We will continuously monitor changes in legislation and update our policies and procedures accordingly.

Due Diligence

We are working with our existing supply chains to ensure compliance with our standards. We will continue to share our position on modern slavery with them to ensure they are aligned with our values, and will address any risks of modern slavery. This also includes assessing their own practices with their subcontractors and other business partners to identify any risks of modern slavery.

Supplier Engagement

We will work collaboratively with our suppliers to promote ethical practices and improve transparency within our supply chains. Suppliers will be expected to adhere to this Modern Slavery Statement, which prohibits modern slavery and outlines our expectations regarding labour standards, human rights, and ethical business practices.

Quest Apartment Hotels NZ's Commitment to Compliance

Quest Apartment Hotels NZ will work collaboratively with those in our supply chain to identify any instances of modern slavery. Should Quest Apartment Hotels NZ become aware that any supplier does not meet Quest Apartment Hotels NZ's expectations in respect to ethical practice, we will engage directly with the supplier and develop an action plan to remedy this in a timely and efficient manner.

Quest Apartment Hotels NZ's Modern Slavery Statement, sets out our expectations of conducting business in a legal and ethical way, and applies to all franchisees, officers, employees, contractors and subcontractors of Quest Apartment Hotels NZ.

This includes the standards we uphold in our own relationships with our own people and those we do business with.

Reporting

We encourage all those working on behalf of Quest Apartment Hotels NZ to avoid any activity that may conflict with policy. Any suspected instances of modern slavery should be reported.

Staff may report such instances to:

- Their direct management at property level
- Franchise Director (Property)
- Quest Apartment Hotels NZ
(as outlined in the Quest Apartment Hotels NZ Communications and Escalation Policy)

Revision of this Policy

Quest Apartment Hotels NZ will continue to update its policies and procedures and investigate ways in which to address modern slavery within our business and supply chains. We will review this Policy at least once every 12 months. As of May 2022, the New Zealand government has proposed the introduction of disclosure and due diligence-based legislation to eradicate modern slavery. Quest Apartment Hotels NZ supports the development of a robust legislative framework and will ensure it adopts appropriate procedures and meets all reporting obligations in compliance with any such legislation.

Awareness & Development

Quest Apartment Hotels NZ will endeavour to continue to raise awareness among our employees and stakeholders about the risks of modern slavery and the importance of reporting any concerns. Opportunities to learn about, and understand this matter in more detail, will be regularly updated to reflect new developments and best practices via internal communication programmes.



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