

**Thame and London Limited
Addendum to the Financial Statements
Year ended 31 December 2015**

This addendum is presented to fulfil the disclosures recommended by the Walker Guidelines, which were omitted from the Thame and London Limited financial statements from the year ended 31 December 2015. The intention of this addendum is to ensure ongoing compliance. The information included below will be incorporated into future financial statements and updated as appropriate.

Gender Diversity

Thame and London Limited recognises the great benefits of having a diverse workforce with different backgrounds, solely employed on ability and it supports this belief with policies on equality and diversity.

Our workforce gender diversity is broadly in line with occupational gender trends in the wider UK hospitality industry, with high levels of female applications, particularly in housekeeping roles and strong career progression from these and other entry level roles into management positions. Travelodge monitors the diversity of job applicants, as well as the composition of our existing workforce by each protected characteristic in order to support a culture of equality, diversity and inclusion. We remain committed to evolving our approach to ensure it remains embedded as a way of life across the organisation.

As at 31 December 2015 Thame and London Limited employed 9,856 people with the following gender breakdown:

	Female	Male
Board*	25.0%	75.0%
Senior Management	32.5%	67.5%
All Other	71.8%	28.2%
Total	71.6%	28.4%

* in addition there are 3 male non-executive directors who are not employed by Thame and London Limited

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Human Rights

Thame and London Limited firmly supports and carries out its business in a manner compatible with the protection of individuals' human rights. Thame and London Limited does this through its compliance with relevant legislation and through an insistence on ethical business practices. Where relevant Thame and London Limited has company policies that reflect the rights granted to individuals under the Human Rights Act 1998, such as in the areas of fair treatment and non-discrimination, data protection, equality and diversity and health and safety. Furthermore, during 2016 Thame and London Limited will formalise policies and procedures to combat modern slavery.