

## **PARKDEAN RESORTS**

### **MODERN SLAVERY STATEMENT**

#### **FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2017**

This statement sets out the steps taken by Parkdean Resorts Limited, company registration number 9697677 and its group companies (we, us, our or Parkdean Resorts) pursuant to section 54, Part 5 of the Modern Slavery Act 2015 (Act).

#### **About us**

Parkdean Resorts was formed in November 2015 through the merger of Parkdean Holidays (formed in 1999) and Park Resorts. Parkdean Resorts has approximately 1760 established employees and 5000 seasonal employees (at peak times), all based in the UK. We own and operate 71 holiday parks across the UK, selling over 500,000 holidays and short breaks annually under the Parkdean Resorts brand and have over 21,000 holiday home owners who own a holiday home at one of our parks. Our supply chain includes the procurement of goods and services necessary for the ownership and operation of holiday parks and for re-sale to our guests and holiday home owners.

#### **Our commitment**

At Parkdean Resorts we recognise our responsibility in ensuring sound social and environmental practices in our own on-park operations and in our supply chain. We are committed to eradicating modern slavery and human trafficking in any part of our business and supply chain.

#### **Our people**

We operate only in the UK and abide by all employment laws including age and eligibility to work verifications. As such, we believe that we are at low risk of modern slavery in our employee base. Our internal employee standards and policies are consistent with the requirements of the Universal Declaration on Human Rights and the spirit of the International Labour Organisation core labour standards.

Our ethics code is set out in a number of specific policies on key social and ethical issues, for example anti-bribery and corruption, harassment and bullying, as well as whistleblowing. These outline the standards and behaviours that we expect from all our employees, contractors and business partners. Our employees are encouraged to identify and report any potential breaches of our policies either through established internal procedures or through an independent whistleblowing hotline. We plan to develop appropriate ethics training for all employees and new joiners as part of our people development programme and will update all relevant policies alongside this.

#### **Our suppliers**

Due to the nature of our operations, we engage with a large number of suppliers at both a national and local level. However, the majority of our expenditure is with a relatively small number of suppliers. We want to work with the right suppliers who not only meet our quality standards but also share our values and treat their obligations towards modern slavery and human trafficking with the same importance as we do.

We have implemented an online supplier relationship management (SRM) database. This database will enable us to put in place systems and processes to identify and assess the potential risk areas in our supply chain using a risk based approach by looking at supplier spend, location and type of product or service. We will carry out a supply chain mapping process with a view to focussing on certain areas which may present a higher risk of modern slavery. We will review these focus areas on an annual basis.


In addition to the above, we are reviewing with a view to revising our commercial procurement policy and are working to ensure that all our contracts contain appropriate clauses placing obligations in relation to the prevention of modern slavery and human trafficking on our suppliers and concession operators.

Managing the risks around all forms of modern slavery and human rights is an iterative process. We will utilise the SRM tool effectively to monitor our suppliers and minimise the risk of modern slavery and human trafficking in our supply chain.

We have set up a modern slavery working group of key stakeholders across the business who will meet on a regular basis in order to develop our strategy and implement the actions necessary to deliver the aims set out in this statement.

Based on the above, we consider that our policies and procedures are evolving to a reasonable level of assurance of minimising the risk of modern slavery and human trafficking in our operations and our supply chain.

This statement has been approved by the Board of Directors and will be reviewed on an annual basis.

  
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John Waterworth

Chief Executive Officer Parkdean Resorts