

## PARKDEAN RESORTS

### MODERN SLAVERY STATEMENT

#### FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2018

This statement sets out the steps taken by Parkdean Resorts Limited and its group companies<sup>1</sup> (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 1820 established employees and almost 5,000 seasonal employees (at peak times), all based in the UK. We own and operate 67 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 sets out the foundation of our policies, procedures and guidance to enable us to conduct our business honestly, with integrity and respect. We also have specific policies on 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 are developing appropriate ethics training for all employees and new joiners as part of our people development programme and will update relevant policies alongside this.

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

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<sup>1</sup> This statement is produced for Parkdean Resorts Limited (09697677) as well as the group's holding and subsidiary companies. In this statement all references to the business, we or us are references to the Parkdean Resorts business as carried on by these companies which include Richmond UK Top Holdco Limited, Richmond UK Holdco Limited, Richmond UK Bidco Limited, Parkdean Resorts UK Limited, PD Parks Limited, Parkdean Holidays Limited, Parkdean Holiday Parks Limited, Park Resorts Limited, Vauxhall Holiday Park Limited, Parkdean Caravan Parks Limited, Southernness Holiday Village Limited, Weststar Holidays Limited, GB Holiday Parks Limited, Manor Park Holiday Park Limited, Southview Leisure Park Limited, Upperbay Limited, Lake District Leisure Pursuits Limited and South Lakeland Parks Limited.

values and treat their obligations towards modern slavery and human trafficking with the same importance as we do.

Our online supplier relationship management (SRM) database helps us 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. As part of the selection process, our suppliers must commit to abide by our regulatory and ethical obligations including combatting modern slavery, ensuring compliance with minimum wage requirements and ethical trading as well as other industry specific initiatives where relevant.

Following a preliminary review we will carry out supply chain risk assessments with a view to focussing on certain areas which may present an increased risk of modern slavery. We will review these focus areas on an annual basis.

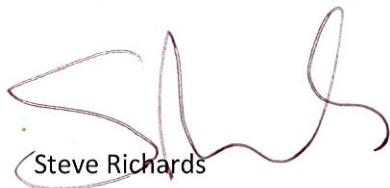
In addition to the above, we continue to ensure that all our contracts contain appropriate clauses placing obligations in relation to the prevention of modern slavery and human trafficking on our suppliers and concession operators.

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

We will continue to develop our modern slavery strategy through regular meetings of our modern slavery working group comprising key stakeholders across the business who will oversee implementation of 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.



Steve Richards

Chief Executive Officer, Parkdean Resorts

Date: 11 June 2019