



CENTER PARCS - MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

We recognise our moral and legal responsibility with regard to modern slavery and human trafficking and we are committed to ensuring that there is no modern slavery, human trafficking or unlawful child labour in any part of our business or supply chain.

The Center Parcs Business

Center Parcs is a leading UK and Irish short-break holiday business. We operate five holiday villages in the United Kingdom and one in Ireland. The Center Parcs group has approximately 9,500 employees in the UK and Ireland.

Our supply chain includes the procurement of goods and services necessary for the operation of the holiday villages and is made up of; goods for re-sale, food and beverage, business and consultancy services, consumables and disposables, and construction and property.

This statement sets out the steps we have taken and intend to take to prevent modern slavery and human trafficking in our business and supply chain.

Modern Slavery Framework

Our modern slavery framework of policies and processes include the:

- **Code of Business Conduct and Ethics** which reflects our commitment to acting ethically and with integrity in all our business relationships. All relevant employees undertake annual training and certify their compliance with this Code;
- **Ethical Trading Policy** which aims to ensure that ethical standards are embedded into our business and ensure that modern slavery and human trafficking is not taking place anywhere in our supply chain. In addition, we aim to work with UK and international suppliers who treat their obligations towards modern slavery and human trafficking with the same importance that we do;
- **Independent Whistleblowing Hotline** which is available to all employees, workers, suppliers, contractors and any other third party to raise any concerns they may have about employment conditions, modern slavery or wider issues. Calls to the confidential hotline are monitored and escalated as appropriate if further action is required. To date we have not received any calls related to modern slavery issues;
- **Risk Training Programme** is undertaken by all our employees, includes details about modern slavery and human trafficking. The training looks at the issues surrounding modern slavery and human trafficking, the signs to look out for and reminds our employees that they have access to the independent whistleblowing hotline, should they have any concerns.

Our procurement teams have continued to ensure that high-risk suppliers, complete the required documentation on an annual basis. High risk suppliers are defined by reference to the goods they supply and the country of origin. The list of high-risk suppliers is continually monitored and updated for any new suppliers that meet the supplier high-risk criteria. High-risk suppliers are monitored to ensure that their working practices are compliant.

Effectiveness and Performance

We understand that we have a continuing responsibility to assess and mitigate the risk of modern slavery and that these risks are evolving. We are committed to increasing our understanding of these risks and embedding policies and practices to manage the risk.

We have updated our supplier registration system to capture whether products are sourced from high-risk countries. This ensures that the suppliers are correctly identified as a high-risk supplier for modern slavery and human trafficking purposes.

We have continued to review the effectiveness of our modern slavery framework and the effect of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains.

This statement is made by Center Parcs (Holdings 1) Limited, pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ended 23 April 2020. This is a group statement which covers the subsidiaries that apply to the disclosure criteria of the Act, namely Center Parcs (Operating Company) Limited and CP Woburn (Operating Company) Limited.

**This statement was approved by the Center Parcs (Holdings 1) Limited Board of Directors
on 2020**

A handwritten signature in black ink, appearing to be 'M P Dalby', is written over a large, horizontal, hand-drawn oval shape.

Signed

M P Dalby

Chief Executive Officer