



CENTER PARCS - MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Center Parcs recognises its moral and legal responsibility with regard to modern slavery and human trafficking and is committed to ensuring that no such activities occur within its business and supply chain.

The Center Parcs Business

Center Parcs is a leading UK and Irish short-break holiday business. At the time of writing, we operate five specially constructed 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** which 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.

We have also continued to work with our HR and IT teams to develop their understanding of the modern slavery risks within their areas, especially in relation to agency workers.

Our procurement teams have introduced a check of high-risk suppliers to ensure that they complete the required documentation on an annual basis. The list of high-risk suppliers is continually monitored and updated for any new suppliers that meet the high-risk criteria. All high-risk suppliers are more heavily 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.

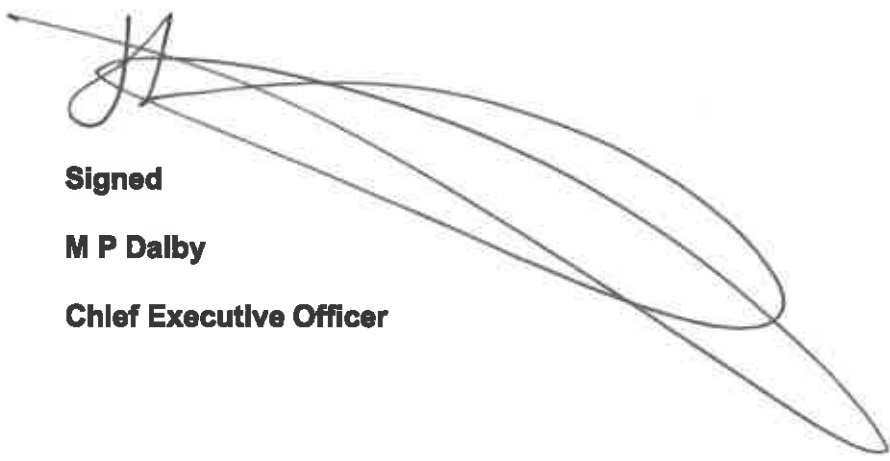
We have considered developing key performance indicators to understand how effective our actions have been in ensuring that modern slavery does not exist within our business activities. However, given the nature of our business we believe that raising awareness of the risks throughout the business and having processes in place to deal with any concerns is, at this time, a more effective measure. However, we will continue to keep this approach under review.

In the coming year we will consider whether an internal audit of the modern slavery policies and procedures could also be used as a way of monitoring the effectiveness of our modern slavery framework.

We are also looking at updating our supplier registration system to capture whether products are sourced from high-risk countries, which will ensure that the suppliers are correctly identified as a high-risk supplier for modern slavery and human trafficking purposes.

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 25 April 2019. 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).

This statement was approved by the Center Parcs (Holdings 1) Limited Board of Directors
on *8 October* 2019

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Signed

M P Dalby

Chief Executive Officer