

Modern Slavery Statement

This statement has been prepared by The Royal Parks Limited and is made pursuant to section 54(1) of the Modern Slavery Act 2015 on the prevention of slavery and human trafficking for the financial year ending 31 March 2019.

About The Royal Parks

The Royal Parks Limited was incorporated in February 2017 with company number 10016100 and became a registered charity (Number 1172042) in March 2017. Officially launched in July 2017, we support and manage 5,000 acres of parkland across London, welcoming 77 million visitors each year as well as providing employment opportunities through our suppliers to a wide range of nationalities.

Stance on Modern Slavery

We believe that there is a low risk of slavery or human trafficking having a connection with our business activities. However, the policies we have in place, and our anti-slavery policy, reflect our commitment to:

- paying people fairly and properly for their work and never charging recruitment fees
- acting ethically and with integrity in all our business relationships
- enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains

The statistical goal we have in mind on modern day slavery is zero tolerance in any aspect of how we do business. This has been endorsed by the Board of Trustees, and the senior management team. We are fully committed to playing an active part in tackling the risks and incidence of modern slavery and human trafficking within our organisation and supply chain.

Our Workforce

The Royal Parks has around 150 employees and many more contracted-out staff, who are employed by our partners, all of whom are based in the UK. We also benefit from the help given by willing volunteers in several of our parks.

Most of The Royal Parks' workforce is employed directly on a permanent or fixed term basis. Our recruitment takes place through a combination of direct advertising on our website and in industry publications/digital media and using reputable agencies.

Our recruitment and human resources policies and processes comply with legislation and embrace best practice, including checks on the right of employees, agency workers, contractors and our volunteers to work within the UK. We believe that these policies and processes would identify trafficked or coerced individuals directly employed or engaged by us.

Suppliers

We will review and reinforce effective due diligence and controls to ensure slavery and human trafficking is not taking place in our supply chains. At the present time, this

organisation is taking the following steps to minimise the risk of modern slavery being involved in any of its supply chains:

- appropriate due diligence checks conducted on suppliers of goods and services for all major contracts as they are re-tendered and those where the nature of the goods or services mean the risks are judged to be higher;
- contractual clauses to ensure compliance of both our suppliers and sub-contractors to modern slavery legislation;
- development of internal policies and procedures with respect to modern slavery to be communicated to all staff as part of informing them of The Royal Parks' commitment to zero tolerance towards the risks of modern slavery; and,
- all internal policies are supported by The Royal Parks' whistleblowing policy, to encourage those who have concerns to raise them, and protect and support them when doing so.

Andrew Scattergood
Chief Executive
The Royal Parks
Date: March 2019