

The Royal Parks

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 2020.

About The Royal Parks

The Royal Parks Limited was incorporated in February 2016 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. This includes eight Royal Parks: Bushy Park, The Green Park, Greenwich Park, Hyde Park, Kensington Gardens, The Regent's Park & Primrose Hill, Richmond Park and St James's Park. The charity also manages other important green spaces in London, including Victoria Tower Gardens and Brompton Cemetery.

Stance on Modern Slavery

Our goal for is zero tolerance of modern slavery in all aspects 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. To our knowledge there have been not been any reports of any instances of modern slavery in 2019/20.

The majority of our procurement is undertaken through formal processes and our trading activities do not generally entail production and sourcing outside of the UK or EU. However, our anti-slavery policy, and the other policies we have in place, 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

Our Workforce

The Royal Parks has around 160 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.

The Royal Parks recognises two trade unions for the purposes of consultation and negotiation in matters of staff terms and conditions of employment, and also has

employee representatives. During the year, the trade unions were invited to promote membership to staff, for instance during inductions and staff conferences.

Most of The Royal Parks' directly employed workforce is employed 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 to work in the UK, and DBS checks on all those, including contractors and agency staff, requiring a security pass. We believe that these policies and processes would identify trafficked or coerced individuals directly employed or engaged by us.

Suppliers

TRP's contractors and concessionaires employ a large number of staff, many of whom are from overseas and some of whom are employed on an ad hoc or casual basis. Some contractors also use sub-contractors. Contractors and concessionaires provide services including the following:

- Construction / buildings maintenance
- Concessions – e.g. catering, sports, boating, deckchairs, cycle hire
- Large events – concerts, funfairs, art fairs, food festivals
- Small events – sports and other small events handled locally by individual parks
- Landscape maintenance
- Horticulture
- Cleaning and toilet attendants
- Gate locking and unlocking

During the past year, we have started to include modern slavery prevention requirements in new tenders and contracts. This includes, for example, inclusion of modern slavery terms and conditions in the new toilet cleaning and gate locking contracts (currently being tendered) and the Supplier Qualification stage of the Refurbishment and Construction Framework tender.

We also take the following steps to minimise the risk of modern slavery being part of any of our supply chains:

- appropriate due diligence checks on suppliers of goods and services for all major contracts as they are re-tendered including the requirement for references and a focus on quality rather than price;
- questions in procurement selection questionnaires to ensure compliance of both our suppliers and their sub-contractors with modern slavery legislation;
- Inclusion of terms and conditions covering modern slavery in all new contracts.

The Royal Parks' whistleblowing policy encourages those who have concerns to raise them and protects and supports those who do so.

Next Steps

We intend to take the following steps to minimise the risk of modern slavery being involved in any of our supply chains:

- contractual clauses to ensure compliance of both our suppliers and their sub-contractors with modern slavery legislation added where possible when contracts are extended, in addition to being included in new contracts
- development of policies and procedures to be communicated to staff informing them of TRP's commitment to zero tolerance towards the risks of modern slavery, with publication on an intranet page,
- staff training, with a focus on those working most closely with outsourced workers, combined with awareness training for other staff
- risk assessment process to identify the higher risk contracts, as they are re-tendered or extended with appropriate action
- formal annual check that key current suppliers have modern slavery statements (where required)

Loyd Grossman

Chairman

The Royal Parks

Date: 23 July 2020