

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 2021.

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 is for 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 not been any reports of any instances of modern slavery in 2020/21.

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; and
- 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 Limited 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 Limited 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.

Most of The Royal Parks Limited's 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

The Royal Parks Limited'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:

- 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; and
- Gate locking and unlocking.

Steps taken in 2020/21 to deal with Modern Slavery risk

During the past year, we delivered two training sessions for internal staff. The first one was an 'Introduction to modern slavery' for all staff, followed by an intermediate course on 'Due diligence in combating modern slavery' for staff managing contracts. Both training sessions have been recorded and will be available for new staff, or those who did not have a chance to attend the live sessions. Additionally, we created a new intranet resource with relevant guidance and information on relevant internal policies.

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;
- addition of modern slavery requirements in new tenders and contracts, including the Landscape Maintenance contract for The Regent's Park and Primrose Hill, the Project Support the Services Framework (all lots), Gate Locking & Unlocking Services Emergency Response & Keyholder Duties at Various Sites, Provision of boats (all lots);

- formal annual check that key current suppliers have issued modern slavery statements (where required). The Royal Parks Limited's 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:

- Continue to add and/or update contractual clauses to ensure compliance of both our suppliers and their sub-contractors with modern slavery legislation when contracts are retendered or extended.
- Ensure the compliance of all contracts not captured by procurements which the Procurement Team manage (namely contracts with a value of £50k or less) by:
 - a. Ensuring that The Royal Parks Limited's Purchase Order terms and conditions are updated to include Modern Slavery Clauses; and
 - b. Making all staff aware that if they undertake a Request for Quotation, they include The Royal Parks Limited's standard terms and conditions (containing Modern Slavery clauses), or for works where The Royal Parks' standard terms and conditions are not appropriate, include The Royal Parks Limited's agreed rider of minimum requirements for Terms and Conditions (containing Modern Slavery requirements).
- Where we perceive the risk to be high in terms of Modern Slavery, include in the contractual terms and conditions appropriate / adequate audit rights so that The Royal Parks Limited have the required transparency to ensure Modern Slavery compliance.
- Create an internal process for the escalation of identified Modern Slavery risks or breaches.
- Include the 'Modern slavery awareness' training as a requirement for new starters.
- Continue to carry out formal annual checks that key current suppliers have published modern slavery statements (where required).



Loyd Grossman, Chairman

The Royal Parks Limited

Date: 17/09/2021