



## **Modern Slavery Statement**

This statement has been prepared by The Royal Parks 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 2025.

### **About The Royal Parks**

The Royal Parks 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. 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. Our eight Royal Parks and other public spaces are among the most visited attractions in the UK with tens of millions of visits every year, we provide employment opportunities directly and through our suppliers to people with a wide range of nationalities.

### **Stance on Modern Slavery**

TRP has a zero tolerance for modern slavery in all aspects of how we do business. This has been endorsed by the Board of Trustees, and the Executive Committee.

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 2024/25.

The majority of our procurement is undertaken through formal processes and our trading activities, during the period under review, did not generally entail production and sourcing outside the UK or EU. Many of our procurements are carried out using government framework contracts where suppliers have been reviewed by Crown Commercial Services.

Our Modern 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;
- ensuring full transparency in our own business and in our approach to tackling modern slavery throughout our supply chains;
- 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 employs around 360 people on a year-round basis as well as around 80 seasonal workers in our boating and swimming operation. Supporting our park operations involves 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. 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, through digital sites such as LinkedIn as well as 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 Disclosure and Barring Services 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.

We have also continued to work towards our goal of ensuring that all our qualifying staff and qualifying staff of our contractors and their sub-contractors are paid the London Living Wage in accordance with the Living Wage Foundation recommendations.

## **Suppliers**

The Royal Parks 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, 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 lavatory attendants; and
- Gate locking and unlocking.

## **Steps taken in 2024/25 to deal with Modern Slavery risk**

We continued to 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 were re-tendered, including the requirement for references and a focus on quality as well as price;
- Carried out formal annual checks on our key current suppliers and contractors to ensure they have issued modern slavery statements (where they are required to do so).
- Encouraged those who have concerns to raise them including through the use of The Royal Parks whistleblowing policy which offers protection and support to those who use it in good faith.
- Continued with the Modern Slavery Action Group to ensure all appropriate teams are equipped with knowledge and understanding of modern slavery risks and how to mitigate these across our operations;
- Where we perceive the risk to be high in terms of Modern Slavery, we included within the contractual terms and conditions appropriate / adequate audit rights. This ensured that The Royal Parks has the required transparency to ensure Modern Slavery compliance. This includes external inspections, external audits, and unannounced external spot- checks;
- Reviewed our internal reporting mechanisms to allow staff to raise any concerns regarding Modern Slavery.
- Subscribed to compliance tools to help us evaluate risk in our supply chain and map out our Supply Chain; and
- Included express contractual requirements in relation to the prevention of modern slavery to new tenders and contracts in excess of £100,000 for goods and services and £250,000 for works and concessions.

## **Next steps**

TRP key members will continue to meet via the Modern Slavery Action Group, composed of members with relevant experience and authority to address the risks of Modern Slavery at TRP: HR, Sustainability and Procurement. The Modern Slavery Action Group also receives the support of three ExCom members.

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

- Continue to work with our supply chain tool providers to ensure we can maximise the value obtained from their services
- Continue to review the participants of the modern slavery action group to ensure its maximum effectiveness
- Refresh Modern Slavery awareness during the annual Sustainability Conference in November 2025
- Continue to carry out formal annual checks to ensure that our key suppliers

have published modern slavery statements (where they are required to do so)

- Further improve the understanding of modern slavery across all TRP staff who have Contract Management Responsibilities
- Continue to review and improve the modern slavery training content available in TRP's Learning Management System

A handwritten signature in black ink, appearing to read 'Loyd Grossman', with a long horizontal flourish extending to the right.

**Sir Loyd Grossman CBE**

Chairman, The Royal Parks

October 2025