Modern Slavery Statement 2025/2026

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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 2026.

About The Royal Parks

The Royal Parks (TRP) was incorporated in February 2016 with company number 10016100 and became a registered charity (Number 1172042) in March 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, other green spaces in London, including Victoria Tower Gardens and Brompton Cemetery. We provide employment opportunities directly and through our suppliers to people from a wide range of nationalities.

Stance on Modern Slavery

TRP has no tolerance for modern slavery in any aspect of its business. This has been endorsed by the Board of Trustees and the Executive Committee. Work is managed by our internal Modern Slavery Action Group. To our knowledge there has not been any reports of modern slavery in 2025/26. Most of our procurement is undertaken through formal processes, and our trading activities do not include production and direct sourcing from outside the UK or EU. Many of our procurements are via government framework contracts.

Our Workforce

TRP employs around 380 people as well as around 85 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. TRP recognises two trade unions for the purposes of consultation and negotiation in matters of staff terms and conditions of employment. Most of the TRP 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, digital sites such as LinkedIn, industry publications/digital media, and using reputable recruitment 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, with Disclosure and

Barring Services checks for staff and contractors and agency staff requiring a security pass. We believe that these policies and processes would help identify trafficked or coerced individuals directly employed or engaged by us.

Suppliers

The Royal Parks employs staff and contractors, some of whom are employed on an ad-hoc or casual basis. Some of our contractors also use sub-contractors. Contractors and concessionaires provide services including:

- Construction / buildings maintenance;
- Concessions – e.g. catering, sports, deckchair hire, cycle hire;
- Large and small Events – e.g. concerts, funfairs, art fairs, food festivals;
- Landscape maintenance;
- Cleaning and lavatory attendants; and
- Gate locking and unlocking.

Steps taken in 2025/26

We took the following steps to minimise the risk of modern slavery in our supply chains:

- Completed appropriate due diligence checks on suppliers of goods and services for all major contracts as they were re-tendered.
- Completed annual checks on our key current suppliers and contractors to ensure they have issued modern slavery statements (where legally required).
- Encouraged those who have concerns to raise them including through the the TRP whistleblowing policy.
- Ensured all appropriate teams are equipped with knowledge and understanding of modern slavery risks and how to mitigate these;
- Continued to risk assess our main suppliers across the charity regularly and, where we perceive the risk to be high in terms of Modern Slavery, included appropriate audit rights within the contractual terms. This ensures that TRP has the required transparency for Modern Slavery compliance.
- Upskilled our staff who have contract management responsibilities by providing them with appropriate training, resulting in improved awareness of their understanding of Modern Slavery requirements and TRP's internal reporting process.
- Evaluated the quality of the mandatory training content provided to our staff on the Learning Management System;
- Liaised with comparable organisations to discuss different arrangements to tackle Modern Slavery;
- Used the supply chain monitoring platforms we subscribe to, namely Sedex and ConstructionLine; 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

We will continue with the actions from 2025/26 as these minimise the risk of modern slavery in TRP and in our supply chains. In addition, we intend to take the following additional steps in 2026/27:

- Continue to work with our supply chain monitoring platforms, Sedex and Constructionline, with a focus on ensuring we maximise the value obtained from their services.
- Review and amend supplier selection documents to ensure subcontractors align with requirements of the Modern Slavery Act 2015.
- Refresh Modern Slavery awareness with staff during the annual Sustainability Conference in November 2026.
- Carry out a market analysis on Modern Slavery professional advisory services to guide us in the event of any incident or serious concern on Modern Slavery occurrences.
- Review our Modern Slavery response plan to ensure clear responsibilities are appointed.



Dr Linda Yueh CBE

Chair , The Royal Parks

Date: November 2026