



## **CENTER PARCS**

### **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

#### **FOR THE FINANCIAL YEAR ENDED 21 APRIL 2016**

This statement is made by Center Parcs (Holdings 1) Limited, company registration number 07656429 (we, us, our or the Company) pursuant to section 54, Part 5 of the Modern Slavery Act 2015 (Act). It constitutes our slavery and human trafficking statement for the financial year ended 21 April 2016 and sets out the steps taken that aim to ensure that slavery or human trafficking did not take place in our business and supply chain.

The Company is the UK parent company for the Center Parcs operating businesses. The group has approximately 7,500 employees and is based in the UK.

#### **OUR BUSINESS AND SUPPLY CHAIN**

Center Parcs is a leading UK short-break holiday business. We operate five specially constructed holiday villages in the United Kingdom.

Our supply chains include the procurement of goods and services necessary for the operation of holiday villages and for re-sale to our guests.

We are committed to eradicating modern slavery and human trafficking in any part of our business and supply chain. Our Code of Business Conduct and Ethics reflects our commitment to acting ethically and with integrity in all our business relationships. Our Ethical Trading Policy is part of our commitment to implementing and enforcing effective systems and controls that aim to ensure slavery and human trafficking is not taking place anywhere in our supply chain. We try to ensure that we work with UK and international suppliers who treat their obligations towards modern slavery and human trafficking with the same importance that we do.

During the year we started to put in place systems and procedures to:

- Identify and assess potential risk areas in our supply chain – using a risk based approach we looked at supplier spend, location and type of product or service.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain - by requiring key suppliers to complete a modern slavery questionnaire and to sign our Ethical Trading Policy. The Ethical Trading Policy requires our suppliers to ensure that modern slavery and human trafficking does not occur within their supply chain.
- Monitor potential risk areas in our supply chain – by collating and assessing the modern slavery questionnaires and taking remedial action where necessary and including modern slavery and human trafficking questions within all relationship review meetings.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we will be providing training, initially to our procurement teams and

plan to roll out the training to other key employees responsible for the procurement of goods and services.

Our employees are encouraged to identify and report any potential breaches of our policies through our independent whistleblowing hotline.

We also plan to review our general terms and conditions and key contracts to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.

Based on the above, we consider that our policies and procedures are transitioning towards a reasonable level of assurance of effectiveness in eradicating modern slavery and human trafficking in our business and supply chain.

**Approved by the Board of Directors of Center Parcs (Holdings 1) Limited and signed by M P Dalby, on behalf of Center Parcs (Holdings 1) Limited.**



**17<sup>th</sup> October 2016**

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**M P Dalby**

**Date**

**Director**