

Park Holidays UK Limited

Modern Slavery Statement 2021

Introduction

During 2019 and 2020 business acquisitions by Park Holidays added to its portfolio of holiday parks, increasing the number to 32 holiday parks which the Company owns and operates in Suffolk, Essex, Kent, East Sussex, Hampshire, Dorset, and Devon. The Company Head Office is located in Bexhill on Sea, East Sussex.

The business consists of the selling and letting of holiday homes including caravans, lodges, chalets and glamping pods. The business also operates licensed clubs, arcades, leisure facilities and other leisure-related services for the benefit of our holiday home owners and holidaymakers who come to the holiday parks during the months the parks are licensed to be open.

We are aware that Park Holidays operates in one of the sectors that are considered to be “most at risk” and we are confident that all of Park Holidays’ policies and procedures serve to mitigate the risk of slavery and human trafficking occurring within our organisation.

Employees & Training

There is a core of c. 600 permanent employees and up to an additional c.1200 seasonal employees who work for Park Holidays, many of whom return to work at our holidays parks each holiday season. New employees benefit from a workplace Company induction with the opportunity to raise any queries or concerns at that time and how they can do so at any time during their employment.

Several employment checks are in place for all new, or returning, employees including confirmation of their Eligibility to Work in the UK, Disclosure & Barring Service checks and the requirement to hold a valid National Insurance Number. To ensure all Park Holidays’ employees are paid fairly and consistently, we engage the services of an outsourced payroll company to calculate and make direct BACS payment into each employee’s nominated bank account. All workers are paid at least the National Minimum Wage or National Living Wage for their age.

All employees are provided with a comprehensive New Starter pack of paperwork to complete including a signed and dated contract of employment and their individual copy of the most recent version of the Employee Handbook; this ensures that each employee is provided with all the necessary information pertaining to, not only their statutory rights relating to pay, annual leave and other statutory benefits but also information about the Company, its commitment to them as employees, its policies and procedures and the standards expected of them as an employee and representative of the Company. Full information is provided on how to raise a grievance, make a protected disclosure, raise any issue regarding personal harassment and information on the equality of opportunities within Park Holidays. Where workers are provided via agencies, we ensure all pay and benefits are at the correct levels.

Park Holidays has maintained its Investors in People Silver Award over the past two formal assessments and has been an accredited IiP organisation since 2009. Anonymous staff surveys, facilitated by Investors in People, were carried out on two separate occasions during the previous 3 years and will be repeated in November / December 2021. Park Holidays continues to maintain the same policies and procedures which supported the positive outcome of a 2019 HMRC inspection; our processes in regard to pay, hours worked, accommodation, uniform, and correct procedures for the processing of pay and benefits were validated at that time and the Company continues to operate its business to the same standards.

Training through an on-line suite of work-related, health & safety and personal development modules are available to all workers. 1-1 and in-person training is also provided in job-specific and some health & safety situations. Employees are not required to make payment for any training and are provided with paid time off to attend all relevant training.

Due Diligence

The Contractors' Registration Scheme operates through the issue, by the Property Department, of a Pre-Qualifying Questionnaire (PQQ); this scheme was originally organised through an external Health & Safety specialist in 2019 to ensure the standards of health & safety, codes of conduct, insurances and method statements were being applied in line with the standards expected by Park Holidays. This scheme is now controlled by the Company's Property Department. Once approved through the PQQ scheme suppliers and contractors can be added to the Company's preferred supplier schedule. This ensures open working relationships, regular dialogue and the ability to discuss the work they carry out on our behalf and the provision of their workforce or services.

Following the successful implementation of the PQQ Scheme, Park Holidays has developed a Modern Slavery Questionnaire for completion by all of its external suppliers and contractors. The roll-out of the Modern Slavery Questionnaire is being implemented in a two-stage process. Initially the Questionnaire will be sent to all existing suppliers on the PQQ scheme plus all cleaning contractors. The smaller suppliers and contractors whose workforce will be much smaller and whose services are often provided on a regional basis, with closer working relationships with the individual holiday parks, will then be sent the same Questionnaire for completion and return to the Company. The Company's Property & HR Departments will monitor the responses and take any appropriate action where it is considered any supplier is not treating their workers fairly, ethically and in line with its legal obligations up to and including removal from the Company's preferred suppliers schedule where appropriate.

The Questionnaire requires each supplier to confirm that their workers are paid the age-appropriate NMW/NLW or above, that they are not expected to pay for PPE or uniforms, that they have written and ethical terms & conditions of employment and that they are free to move to another employment if they wish to do so. If accommodation is provided, it must be to an acceptable standard and any payments made are at a reasonable level and do not exceed the accommodation off-set charges set by the Government.

Future Commitment

Park Holidays continues to maintain a zero-tolerance relating to slavery and human trafficking. We will continue to:

Work ethically within the organisation and with our suppliers and contractors

Identify any risks to those employed within our portfolio of suppliers and contractors

Communicate with our suppliers and contractors to mitigate the risks of modern slavery and human trafficking in the supply chain and report in writing any serious breach or concerns we or they may have within the supply chain

Make employees aware of how they can approach the Company with any grievances and disclosures they may wish to make about their employment with Park Holidays or with a nominated supplier or contractor.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and applies to all companies and holiday parks within the Park Holidays Group. A review will be undertaken each year.

The statement relates to the 2020 financial year which ended on 31st December 2020 and has been approved by the Board of Directors of Park Holidays UK Limited.



Jeff Sills

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Park Holidays UK Limited

24th June 2021