

Modern Slavery Act Statement

Our Business

Parkwood Leisure, associated companies and partners specialise in the development and operation of leisure facilities on behalf of Local Authority clients. Since our formation in 1995, we have grown considerably, managing a diverse range of sites throughout the country. Today we are one of the most experienced providers of Leisure Management in the UK with an estimated turnover of £90 Million employing over 4,500 members of staff, with an enviable reputation for Quality, Care and Excellence which we deliver in each and every facility we operate.

Our Position

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which exploit someone else for the purpose of personal or commercial gain. Parkwood Leisure has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships to safeguard against modern slavery taking place in our business or supply chains.

All employees have a role in maintaining vigilance with respect to our suppliers and other employees in our business to ensure that no elements of Modern Slavery take place.

Our Supply Chain

We work with a variety of suppliers from large corporations, sub-contractors to small local suppliers providing a wide range of goods and services. Our supply chain members are diverse not only in the goods and services they provide but also in the size and structure of their organisations - from the very small to multi-national institutions. We encourage smaller businesses to apply to join our supply chain in order to promote local business initiatives in the UK.

What Are We Doing About It?

We have contracts with suppliers which in many cases are for several years duration. We have introduced a contractual requirement for suppliers that they do not engage in any activity that is contrary to the Modern Slavery Act. Where a contract has been renewed during the year or any new contract has been entered into, that contract term has been applied. Over time, we will achieve the inclusion of the contractual requirement in all supplier relationships.

Among the policies that assist us in increasing our confidence that the business is free from Modern Slavery are:

- Code of Conduct
- Dignity at Work Policy
- Equality & Diversity Policy
- Gifts, Hospitality & Other Incentives Policy
- Recruitment Policy
- Whistle blowing Policy

- Anti Bribery Policy

In addition to these policies we have also undergone as review of our supply chain as follows:

- Ascertain which suppliers equate to 80% of total spend
- Collate details of what goods or services these suppliers provide
- Check if these goods or services fall into the high risk categories
- Identify in which countries the suppliers supply chain operates to see if they source products from any high risk countries
- Request and keep on file a copy of suppliers' modern slavery policy (or if they do not have one, policies in place to combat modern slavery)
- Build a risk register to show where the main risks lie in our supply chain to enable us to focus our attention on the high risk suppliers

We have a link on our company Intranet to the Modern Slavery Helpline for employees to report anonymously any suspicions and the TISC website to view current suppliers and potential suppliers' slavery statements.

We will maintain update and use the risk register to ensure our supply chain in compliant with the Act.

In our recruitment processes we take the following actions;

- We ensure all of our employees have a written contract of employment.
- We ensure employees are legally entitled to work in the UK.
- We provide information to all new employees regarding their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.

Our Staff

We are investigating the most appropriate form of training and delivery for this subject.

The company Directors and senior management will take responsibility for implementing this policy statement and its objectives and will provide resources and investment to ensure that slavery and human trafficking is not taking place within the organisation or its supply chains.

Signed McGrath
Title HR DIRECTOR

Dated 11/7/18