

Park Holidays UK Limited

Modern Slavery Statement 2018

Introduction

Park Holidays operates 30 holiday parks 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 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. 500 permanent employees and up to an additional c.1200 seasonal employees who work for Park Holidays each year, many of whom return to work at our holidays parks each year.

All new employees are subject to an employment check to confirm their identity and eligibility to work in the UK. Information is provided to all employees on their statutory rights including pay level, sick pay, holidays and any other benefits relevant to the role. We pay all directly employed workers monthly by BACS payment at the level of at least the National Minimum or National Living Wage. Where workers are provided via agencies, we ensure all pay and benefits are at the correct levels.

Park Holidays has been an Investors in People accredited organisation since 2009 and has recently renewed its Silver Investors in People Award with part of the assessment being based on an anonymous staff survey and direct employee interviews. A recent HMRC inspection and audit has validated our processes in regard to pay, hours worked, accommodation, uniform, and correct procedures for the processing of pay and benefits.

Due Diligence

We are currently in the process of working with all of the suppliers and contractors we use through a 3rd party organisation to set up a structure for full accountability in terms of safety, methods of operation and insurance (PQQ: Pre-Qualifying Questionnaires). At the start of the process there were 3500 suppliers and contractors providing goods and services to the group. As part of the PQQ scheme the number has reduced by approximately one third; this means that Park Holidays works more closely with those companies which are part of the PQQ scheme with nearly every supplier or contractor having at least a single personal point of contact within our organisation. This ensures regular dialogue and the ability to discuss the work and the provision of their workforce or services.

As a 2nd stage action we will be requesting all suppliers and contractors to confirm in writing that they comply with the expected standards relating to employment, fair pay and working hours, working conditions, accommodation and ethical practices.

Future Commitment

Park Holidays has a zero tolerance regarding slavery and human trafficking with future enhanced practices and systems supporting the organisation's commitment to:

Working ethically within the organisation and with our suppliers and contractors
Identifying any risks to those employed within our portfolio of suppliers and contractors
Liaising with our suppliers and contractors to mitigate the risks of modern slavery and human trafficking and reporting in writing any serious breach or concerns we or they may have within the supply chain

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 2018 financial year which ended on 31st December 2018 and has been approved by the Board of Directors of Park Holidays UK Limited.



Jeff Sills
C E O
Park Holidays UK Limited

27th March 2019