

## Away Resorts Limited

### Modern Slavery Statement

For the financial year ended 31 December 2022

This statement sets out the steps taken by Away Resorts Limited, company registration number 06458827 and its group companies (referred to as 'we', 'us', 'our' or 'Away Resorts') pursuant to section 54, Part 5 of the Modern Slavery Act 2015.

#### **About us**

Away Resorts was formed in December 2007. Our Head Office is in Hemel Hempstead, Hertfordshire.

In the past financial year we have grown as a group to a portfolio of 27 holiday parks and resorts across the UK, providing an excellent quality experience for holiday makers and holiday home owners. Away Resorts has over 2000 employees, all working within the UK.

#### **Mergers and acquisitions**

Away Resorts has pursued an acquisitive strategy and, since its formation, has expanded through a number of single-site and group acquisitions. In January 2022, the Away Resorts business acquired the Coppergreen Developments group, consisting of a further four holiday resorts within the UK.

Integration processes have been deployed following the various acquisitions, which include the review of supply chain and other business processes relating to acquired assets. This work is ongoing, and we will report on this further within the Modern Slavery Statement for the financial year ended 31 December 2023.

#### **Our commitment**

Away Resorts has a zero tolerance approach to any form of modern slavery and is committed to acting ethically, with integrity and transparency in all business dealings, and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

#### **Our people**

We operate only in the UK and abide by all employment laws including age and eligibility to work verifications. As such, we believe that we are at low risk of modern slavery in our employee base.

We embrace principles supportive of equal treatment without discrimination and with the protection of employment law for all our workforce. They are broadly based on principles developed by the United Nations and Institute for Human Rights and Business regarding migrant workers. However, we have chosen to extend relevant principles to all our staff. We treat all team members equally; without discrimination and with respect for their human rights. All team members enjoy the protection of relevant UK law in respect of their employment. In particular:-

- We bear the full costs of recruitment and do not charge team members fees for hiring, placing or promoting them and abide by an Equal Opportunities and Diversity Policy when recruiting and/or promoting employees internally and in all other areas of employment.

- We support the right to seek, obtain and hold employment without discrimination and with complete respect for dignity.
- We do not coerce anyone to work for us. When team members choose to work for us, they do so voluntarily.
- We abide by our Non-Harassment and Bullying policy which is published in our employee handbook to ensure fair and equal treatment of all employees.
- Team members must provide evidence of their entitlement to work in the UK.

### **Our supply chain**

Due to the nature of our operations, we engage with a large number of suppliers at both national and local level. The vast majority of our suppliers are based in the UK and we consider them to be low risk. We will not support or deal with any business knowingly involved in slavery or human trafficking.

We have been developing our systems in order to facilitate greater transparency of risk within our supplier base. This includes the ongoing development of specific reporting on supplier category activity. We have also established a Procurement team dedicated to supply chain management. We are increasing our communication with our suppliers to better understand the nature of their workforce.

### **Due diligence and risk assessment programme**

The Directors recognise our responsibility for the business to meet its human rights responsibilities, which is supported by our shareholders. We will be working to assess and respond to the risk of modern slavery and will publish and update when further progress has been made. We will remove any supplier from our approved supplier list where any instance of modern slavery comes to light.

### **Training**

Our statement, policies and information on Modern Slavery will be made available on our intranet. We provide staff training to increase awareness of our policies and publish our Employee Handbook that outlines our principles and policies yearly.

This statement has been approved by the Board of Directors and will be reviewed on an annual basis.



Carl Castledine  
Chief Executive Officer Away Resorts