



Away Resorts Limited

Modern Slavery Statement

For the financial year ended 31 December 2019

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 (Act)).

About us

Away Resorts was formed in December 2007. Our registered office is 575-599 Maxted Road, Hemel Hempstead, Hertfordshire, HP2 7DX. We operate 6 holiday parks across the UK, providing an excellent quality experience for holiday makers and holiday home owners. Away Resorts has approximately 680 employees, all working within the UK.

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 staff. 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 staff equally; without discrimination and with respect for their human rights. All staff 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 staff 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 staff 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.
- Staff must provide 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. All suppliers are based in the UK and we consider them to be low risk. We have been developing our systems in order to facilitate greater transparency of risk within our supplier base. We will not support or deal with any business knowingly involved in slavery or human trafficking. We are reviewing our internal procedures in place for procurement.

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