



THE  
ROYAL  
PARKS

# Modern Slavery Statement 2021/22



## Modern Slavery Statement

This statement has been prepared by The Royal Parks Limited and is made pursuant to section 54(1) of the Modern Slavery Act 2015 on the prevention of slavery and human trafficking for the financial year ending 31 March 2022.

### About The Royal Parks

The Royal Parks Limited was incorporated in February 2016 with company number 10016100 and became a registered charity (Number 1172042) in March 2017. Officially launched in July 2017, we support and manage 5,000 acres of parkland across London, welcoming 77 million visitors each year as well as providing employment opportunities through our suppliers to a wide range of nationalities. This includes eight Royal Parks: Bushy Park, The Green Park, Greenwich Park, Hyde Park, Kensington Gardens, The Regent's Park & Primrose Hill, Richmond Park and St James's Park. The charity also manages other important green spaces in London, including Victoria Tower Gardens and Brompton Cemetery.

### Stance on Modern Slavery

Our goal is for zero tolerance of modern slavery in all aspects of how we do business. This has been endorsed by the Board of Trustees, and the senior management team. We are fully committed to playing an active part in tackling the risks and incidence of modern slavery and human trafficking within our organisation and supply chain. To our knowledge there have not been any reports of any instances of modern slavery in 2021/22.

The majority of our procurement is undertaken through formal processes and our trading activities do not generally entail production and sourcing outside of the UK or EU.

However, our Modern Slavery Policy, and the other policies we have in place, reflect our commitment to:

- paying people fairly and properly for their work and never charging recruitment fees;
- acting ethically and with integrity in all our business relationships; and
- enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

### Our Workforce

The Royal Parks Limited has around 200 employees and many more contracted-out staff, who are employed by our partners, all of whom are based in the UK. We also benefit from the help given by willing volunteers in several of our parks. At the end of January, we insourced the Hyde Park Nursery contract and welcomed 12 new members of staff.

The Royal Parks Limited recognises two trade unions for the purposes of consultation and negotiation in matters of staff terms and conditions of employment, and also has employee representatives.

Most of The Royal Parks Limited's directly employed workforce is employed on a permanent or fixed term basis. Our recruitment takes place through a combination of direct advertising on our website and in industry publications/digital media and using reputable agencies.

Our recruitment and human resources policies and processes comply with legislation and embrace best practice, including checks on the right of employees to work in the UK, and DBS checks on all those, including contractors and agency staff, requiring a security pass. We believe that these policies and processes would identify trafficked or coerced individuals directly employed or engaged by us.

## **Suppliers**

The Royal Parks Limited's contractors and concessionaires employ a large number of staff, many of whom are from overseas and some of whom are employed on an ad hoc or casual basis. Some contractors also use sub-contractors. Contractors and concessionaires provide services including:

- Construction / buildings maintenance;
- Concessions – e.g. catering, sports, boating, deckchairs, cycle hire;
- Large events – concerts, funfairs, art fairs, food festivals;
- Small events – sports and other small events handled locally by individual parks;
- Landscape maintenance;
- Horticulture;
- Cleaning and toilet attendants; and
- Gate locking and unlocking.

## **Steps taken in 2021/22 to deal with Modern Slavery risk**

During the past year, we continued to share the 'Introduction to Modern Slavery' webinar with new staff.

We have taken the following steps to minimise the risk of modern slavery being part of any of our supply chains:

- Appropriate due diligence checks on suppliers of goods and services for all major contracts as they are re-tendered, including the requirement for references and a focus on quality rather than price;
- Addition of modern slavery requirements to new tenders and contracts, including the Landscape Maintenance contracts, various catering contracts, The Regent's Park car parking and the Greenwich Park boating operations.;
- Formal annual check that key current suppliers and contractors have issued modern slavery statements (where required).
- Created an internal process for the escalation of suspected Modern Slavery cases or breaches.
- The Royal Parks Limited's whistleblowing policy encourages those who have concerns to raise them and protects and supports those who do so.

## **Next steps**

We intend to take the following steps to minimise the risk of modern slavery in any of our supply chains:

- Continue to add and/or update contractual clauses to ensure compliance of both our suppliers and their sub-contractors with modern slavery legislation when contracts are re-tendered or extended.
- Ensure the Purchase Order Terms & Conditions, which we give to a supplier when instructing them to commence the service, include relevant Modern slavery requirements.
- Where we perceive the risk to be high in terms of Modern Slavery, include in the contractual terms and conditions appropriate/ adequate audit rights so that The Royal Parks Limited have the required transparency to ensure Modern Slavery compliance. This could include external inspections, external audits, and unannounced external spot-checks,
- Continue to carry out formal annual checks that key current suppliers have published modern slavery statements (where required).
- In taking on the delivery of boating and swimming services and head gardener roles, ensure that all staff will be recruited directly and in line with our recruitment procedures.
- Make new staff aware of the mandatory 'Introduction to Modern Slavery' webinar, deliver a refresher training for contract managers and include an awareness session at a staff update.

A handwritten signature in black ink, appearing to read 'Loyd Grossman', with a long horizontal flourish extending to the right.

Loyd Grossman, Chairman  
The Royal Parks Limited

Date: 22/09/2022