



THE
**ROYAL
PARKS**

Modern Slavery Statement

This statement has been prepared by The Royal Parks 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 2023.

About The Royal Parks

The Royal Parks 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. 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. Welcoming more than 77 million visitors each year, we provide employment opportunities directly and through our suppliers to people with a wide range of nationalities.

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 2022/23.

The majority of our procurement is undertaken through formal processes and our trading activities during the period under review did not generally entail production and sourcing outside the UK or EU. Many of our procurements are carried out using government framework contracts where suppliers have been reviewed by Crown Commercial Services.

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 employs around 300 people on a year round basis as well as around 50 seasonal workers in our boating and swimming operation. Supporting our park

operations involves 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. In July 2022, we launched the in-sourced boating and swimming operations in Hyde Park and the in-sourced boating operation in The Regent's Park. During the year under review, we also announced plans to insource our landscape maintenance activities in Richmond Park.

The Royal Parks 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 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, through digital sites such as LinkedIn as well as in industry publications/digital media and using reputable agencies.

Our recruitment and human resources policies and processes complied with legislation and embrace best practice, including checks on the right of employees to work in the UK, and Disclosure and Barring Services 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.

We have also continued to work towards our goal of ensuring that all of our qualifying staff and qualifying staff of our contractors and their sub-contractors are paid London Living Wage in accordance with the Living Wage Foundation requirements.

Suppliers

The Royal Parks 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 lavatory attendants; and
- Gate locking and unlocking.

Steps taken in 2022/23 to deal with Modern Slavery risk

During the year under review, we continued to share the 'Introduction to Modern Slavery' webinar with new staff on our intranet, alongside useful guidance.

We continued to take 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 were re-tendered, including the requirement for references and a focus on quality rather than price;

- Addition of express contractual requirements in relation to the prevention of modern slavery to new tenders and contracts in excess of £50,000;
- Formal annual checks that key current suppliers and contractors have issued modern slavery statements (where required).
- The use of an internal process for the escalation of suspected Modern Slavery cases or breaches.
- Encouraging those who have concerns to raise them including through the use of The Royal Parks whistleblowing policy which offers protection and support to those who use it in good faith.

We also developed Purchase Order Terms & Conditions, which will be automatically issued to our suppliers through our new finance system when it is implemented later this year. It will instruct them to commence the supply of goods or services, with relevant provisions included in relation to modern slavery.

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 major contracts are re-tendered or extended;
- In the future, where we perceive the risk to be high in terms of Modern Slavery, we will include within the contractual terms and conditions appropriate / adequate audit rights. This will ensure that The Royal Parks has 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); and
- Ensure that all staff and especially new staff are aware of the mandatory 'Introduction to Modern Slavery' webinar on our intranet.

Since the end of the year under review, we have launched a retail operation and we will be taking steps to ensure to minimise the risk of modern slavery in this new supply chain.

Loyd Grossman, Chairman
The Royal Parks

Date: 22 September 2023