

PARKDEAN RESORTS

MODERN SLAVERY STATEMENT

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

This statement sets out the steps taken by Parkdean Resorts Limited and its group companies (we, us, our or Parkdean Resorts) pursuant to section 54, Part 5 of the Modern Slavery Act 2015 (Act).

About us

Parkdean Resorts owns and operates 65 holiday parks across the UK, selling over 600,000 holidays and short breaks annually under the Parkdean Resorts' brand. We have approximately 20,000 holiday home owners who own a holiday home at one of our parks and employ over 8,000 people in peak season, all based in the UK. Our supply chain includes the procurement of goods and services necessary for the ownership and operation of holiday parks and for re-sale to our guests and holiday home owners.

Our commitment

At Parkdean Resorts, we recognise our responsibility in ensuring sound social and environmental practices in our own on-park operations and our supply chain. We are committed to continually improving our efforts to prevent modern slavery and human trafficking in our business and 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. Our internal employee standards and policies are consistent with the requirements of the Universal Declaration on Human Rights and the spirit of the International Labour Organization's core labour standards. Supported by our Equality, Diversity and Inclusion (EDI) Policy and annual EDI training, we strive to eliminate discrimination and embed our values of "difference" and "belonging" within an inclusive culture where everyone is treated with dignity and respect.

We develop and maintain our policies, procedures and guidance to enable us to conduct our business honestly, with integrity and respect. We have specific policies on anti-bribery and corruption, harassment and bullying, as well as whistleblowing, code of conduct and equality, diversity and inclusion. These outline the standards and behaviours that we expect from all our employees, contractors and business partners. Our employees are encouraged to identify and report any potential breaches of our policies either through established internal procedures or through an independent whistleblowing hotline. Information on our whistleblowing hotline is available in our team members' handbook, induction and online training as well as publicised via posters displayed across our parks and business premises.

Our supply chain

Due to the nature of our operations, we engage with a large number of suppliers at both a national and local level. However, the majority of our expenditure is with a relatively small number of suppliers.

We want to work with the right suppliers who not only meet our quality standards but also share our values and treat their obligations towards modern slavery and human trafficking with the same importance as we do. Our Supplier Approval Framework sets out the attributes

¹ This statement is produced for Parkdean Resorts Limited (09697677) as well as the group's holding and subsidiary companies. All references to the business, we or us are references to the Parkdean Resorts business as carried on by the group, including Richmond UK Top Holdco Limited, Richmond UK Holdco Limited, Richmond UK Holdco Limited, Richmond UK Holdco Limited, Parkdean Resorts UK Limited, Parks Limited, Parkdean Holiday Parks Limited, Park Resorts Limited, Vauxhall Holiday Park Limited, Parkdean Caravan Parks Limited, Southerness Holiday Village Limited, Weststar Holidays Limited, GB Holiday Parks Limited, Manor Park Holiday Park Limited, Southview Leisure Park Limited, Upperbay Limited, Lake District Leisure Pursuits Limited, South Lakeland Parks Limited and Hanson European Caravan Transport Limited.



that we expect of all our suppliers. We include environmental and social impact criteria in our tender and supplier management processes. As part of the onboarding process, our suppliers must commit to abide by our regulatory and ethical obligations including combatting modern slavery, ensuring compliance with minimum wage requirements and ethical trading as well as other industry specific initiatives where relevant. We have an online supplier onboarding portal in place, and suppliers are required to confirm they have a modern slavery statement as part of our supplier onboarding due diligence. If one is not available, they are required to complete a questionnaire detailing what measures they have in place to combat slavery in their supply chain. We continue to ensure that all our contracts contain appropriate clauses placing obligations in relation to the prevention of modern slavery and human trafficking on our suppliers and concession operators.

We have a dedicated webpage which provides an overview of our Environmental, Social and Governance (ESG) strategy and outlines our progress in caring for our "Parks, People and Planet", including details on our commitment to strong governance and ethical practices.

Based on the above, we consider that our policies and procedures are continuing to evolve to an improved level of assurance, minimising the risk of modern slavery and human trafficking in our operations and our supply chain.

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

Steve Richards

Chief Executive Officer, Parkdean Resorts

Date: 30th July 2025