

PARKDEAN RESORTS
MODERN SLAVERY STATEMENT
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

This statement sets out the steps taken by Parkdean Resorts Limited and its group companies¹ (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 circa 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, operation and development of holiday parks and for re-sale to our guests and holiday home owners.

Our commitment

We recognise that the prevention of modern slavery is a shared responsibility and are committed to acting with integrity across our operations in our efforts to identify, prevent and respond to modern slavery and human trafficking risks in our business and supply chain. 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.

Our people

Our operations are conducted entirely within the UK and we abide by all employment laws including age verification and right-to-work checks. As such, we consider the risk of modern slavery within our employed workforce to be low.

We maintain a suite of internal policies designed to protect and empower our people, including policies on anti-bribery and corruption, harassment and bullying, whistleblowing and Diversity, Equity and Inclusion (DEI). These set out the standards expected of our employees and are consistent with the requirements of the Universal Declaration on Human Rights and the spirit of the International Labour Organisation's core labour standards.

Our DEI policy and associated training support an inclusive culture in which we strive to ensure every individual is treated with dignity, respect and fairness, embedding our values of *difference* and *belonging*. Employees are encouraged to speak up about any concerns or breaches of our policies through our internal reporting procedures or via our 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.

We also recognise that modern slavery may affect our own workforce. Any employee who has concerns that a colleague or other individual connected with our business may be a victim should report those concerns immediately via our internal reporting channels or whistleblowing hotline. Where we believe an individual may be at risk, we will take prompt action, including referral to the police and other relevant authorities where appropriate.

Our supply chain

The nature of our operations means that we engage with many suppliers at both a national and local level, though the majority of our expenditure is with a relatively small number of key suppliers.

We want to work with suppliers who not only meet our quality standards but also share our values and take their responsibilities on modern slavery seriously. Our approach to supply chain risk is structured around the following areas.

Supplier Standards and Onboarding

Our Supplier Approval Framework sets out the attributes and standards required by all suppliers. Environmental and social impact criteria (including compliance with modern slavery obligations) are embedded in our tender processes and ongoing supplier management activity. All suppliers are required, as part of onboarding through our online supplier portal, to confirm their commitment to our regulatory and ethical requirements by agreeing to our supplier code of conduct.

Contractual Protections

Our contracts with suppliers and concession operators include appropriate clauses placing obligations on them in relation to the prevention of modern slavery and human trafficking, as well as compliance with minimum wage requirements.

Risk Assessment and Due Diligence

We continue to develop our due diligence processes to better identify and prioritise modern slavery risk across our supply chain. Our approach incorporates consideration of factors such as the nature and location of goods and services procured, the supplier's workforce, and the presence of sub-contracting arrangements. We acknowledge, in line with the Home Office's updated guidance, that the absence of identified risks may in some circumstances reflect insufficient scrutiny rather than genuine low risk, and we continue to keep our assessment methodology under review accordingly.

Looking ahead

Whilst 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, we will continue to consider ways in which we can strengthen our supply chain due diligence, enhance training and work towards a more comprehensive disclosure as set out in the updated Home Office guidance.

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

A handwritten signature in black ink, appearing to read 'SR' followed by a stylized flourish.

Steve Richards

Chief Executive Officer, Parkdean Resorts

Date: 13th October 2026

† 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 Bidco Limited, Parkdean Resorts UK Limited, PD Parks Limited, Parkdean Holidays Limited, Parkdean Holiday Parks Limited, Park Resorts Limited, Vauxhall Holiday Park Limited, Parkdean Caravan Parks Limited, Southernness 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.