

Modern Slavery Statement

We are committed to ensuring that there is no modern slavery, human trafficking, or unlawful child labour in our supply chains or in any part of our business.

We are a provider of short, UK holiday breaks in the leisure and holiday sector. We are a part of the Bourne Leisure Group which has its head office in Hemel Hempstead, and our ultimate parent company is Bourne Leisure Holdings Limited. The Bourne Leisure Group has an annual turnover of approximately £1bn and over 17,000 employees, all working within the UK. We abide by all UK employment laws, including verification of age and eligibility to work.

We, therefore, believe we are at low risk of modern slavery in our employee base.

Our business is organised into three main brands and business units: 1. Haven Holidays which owns and operates thirty-six family holiday parks, providing caravan, touring and camping facilities across the UK in predominantly coastal locations; 2. Butlin's which owns and operates three large seaside resorts in the UK; and 3. Warner Leisure Hotels which owns and operates fifteen country and coastal properties around the UK, offering short adult-only breaks. In addition to the three brands, our business includes an entity called Evergreen Finance Limited, that offers finance and insurance products to our caravan owners.

Most of our goods and services purchased from our supply chain is covered by: goods for retail, food and beverage, business services, consumables and disposables, and construction and property.

Our Ethical Sourcing Policy ("Policy") applies to all parts of our business, including our supply chain and business partners. It reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.


As part of our initiative to identify and mitigate risk we require all suppliers to accept and sign our Supplier Application Form, which requires suppliers to comply with numerous conditions around (i) employment; (ii) freedom of association; (iii) working conditions; (iv) fair wages; (v) working hours; (vi) discrimination; (vii) accommodation; and (viii) ethical practices. Further, we require all suppliers to establish processes and systems for delivering compliance with our Policy and to communicate and deliver training to all employees (including temporary and contract staff), suppliers and sub-contractors, and seek formal acceptance and commitment to implementation of our principles. We require all suppliers to maintain auditable records demonstrating compliance with our Policy and provide us with access to documentation and training materials as well as workers within their business and supply chain to enable an audit of compliance with our Policy.

We are confident that we have in place systems to: (i) identify and assess potential risk areas in our supply chains; (ii) mitigate the risk of slavery and human trafficking occurring in our supply chains; (iii) monitor potential risk areas in our supply chains; and (iv) protect whistle blowers. We ask our suppliers to report, in writing, any serious breach or areas of special concern or specific risk in relation to compliance with our policy within their own business or supply chain.

We have zero tolerance to slavery and human trafficking and have a dedicated compliance team, which consists of involvement from the following departments: Legal; Compliance; Purchasing; and People.

Managing modern slavery risks is an iterative process and we have continued to review the effectiveness of our modern slavery strategy throughout 2020. We are committed to increasing our understanding of these risks throughout 2021, to ensure our policies and processes remain effective and compliant.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Bourne Leisure Group's slavery and human trafficking statement for the financial year ending 31 December 2020.



Paul Flaum
Group Chief Executive Officer
Bourne Leisure Group
Date: 28 June 2021

