

Away Resorts Limited

Modern Slavery Statement

For the financial year ended 31 December 2024

This statement is made pursuant to section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps taken by Away Resorts Limited (company registration number 06458827) and its group companies (referred to as “we”, “us”, “our” or “Away Resorts”) during the financial year ending 31 December 2024 to prevent modern slavery and human trafficking in our business and supply chains. pursuant to section 54, Part 5 of the Modern Slavery Act 2015.

About us

Away Resorts was established in December 2007. Our Head Office (Central Support) is located at The Maylands Building, 200 Maylands Avenue, Hemel Hempstead, Hertfordshire HP2 7TG.

Since our formation, we have grown into a group operating a portfolio of 27 holiday parks and resorts across the UK, offering high-quality holiday experiences for both holidaymakers and holiday home owners. We currently employ over 2515 employees, all working within the UK.

Mergers and acquisitions

Away Resorts has historically grown through a series of strategic single-site and group acquisitions, the most recent being the acquisition of the Coppergreen Developments, a group of four holiday resorts, which was completed in January 2022.

Since that time, we have not made any further acquisitions. However, we continue to apply our established integration processes to previously acquired parks, including the ongoing review of supply chain practices and business operations to align with our group standards. This includes assessing potential modern slavery risks within newly integrated suppliers and business functions.

We will continue to report on the progress of these integration activities in future Modern Slavery Statements.

Our commitment

Away Resorts has a zero tolerance approach to any form of modern slavery and human trafficking. We are committed to acting ethically and with integrity and transparency in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure that modern slavery does not occur within our own operations or our supply chains.

Our people

All our operations and employees are based in the UK. We comply fully with UK employment laws, verifying age and right-to-work documentation, and as such, we believe the risk of modern slavery within our direct workforce is low.

We are committed to:

- Treating all team members equally and with respect for their human rights.
- Upholding principles of equal treatment and non-discrimination across all areas of employment.
- Ensuring all recruitment costs are borne by the company we do not charge team members for hiring, placement, or promotion.
- Promoting employment without coercion our team members choose to work with us voluntarily.
- Complying with our Diversity, Equity and Inclusion Policy, which includes our commitment to equal opportunities.
- Adhering to our Non-Harassment and Bullying Policy, which is set out in our Employee Handbook and enforced across the business.
- Verifying each team member's legal right to work in the UK.

Our supply chain

Due to the nature of our operations, we work with a wide range of suppliers, the majority of whom are UK-based and considered to be low risk in relation to modern slavery. We undertake periodic reviews of our supplier base to assess risk and will not knowingly engage with any supplier involved in slavery or human trafficking.

We have been developing our systems and controls to improve transparency and accountability within our supply chain, including:

- Enhanced reporting mechanisms by supplier category.
- Ongoing engagement with suppliers to better understand their workforce practices.
- Assessment and approvals process for new suppliers to the business

Due diligence and risk assessment

Our Board of Directors recognise the importance of meeting our human rights obligations. We are committed to identifying and mitigating risks of modern slavery through:

- Ongoing development of risk assessment and due diligence procedures.
- Immediate removal of any supplier from our approved list where modern slavery is identified.

Employee communication

Our policies and statements relating to modern slavery are published on our corporate website and internal employee intranet. We also issue our Employee Handbook annually which includes our policies on equal opportunities, harassment and human rights.

Board approval

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

A handwritten signature in black ink, appearing to read 'Carl Castledine', followed by a long horizontal line that ends in a small loop.

Carl Castledine
Chief Executive Officer
Away Resorts

