



Anti-Slavery and Human Trafficking Statement

Carden Park Hotel is publishing this statement in compliance with Section 54 of the Modern Slavery Act 2015.

Modern Slavery is a term used to encapsulate two offences in the Modern Slavery Act 2015:

- Slavery, servitude and forced or compulsory labour
- Human trafficking

We have a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety, human rights laws and international standards are adhered to, including freedom of movement and communications. We are committed to improving our practices to combat slavery and human trafficking.

1. Organisational Structure

The Company is a subsidiary undertaking of Bridgemere UK Ltd. We actively carry out business in the UK.

The company employs approximately 240 permanent employees. We provide full hotel services that include Bedrooms, Spa, Golf and Food and Beverage.

The expected turnover for this year is £24million.

2. Responsibility

The Company acknowledges its responsibility to ensure compliance with the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

The Company recognises that slavery and human trafficking remains a hidden blight on our global society. The Company's aim is to identify our responsibility by alerting staff to the risks in our business and in our wider supply chain.

3. Our supply chain

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed 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 in our supply chains. The company has a dedicated procurement department who makes sure that our suppliers comply with the Act. The vast majority of suppliers are UK based.

4. Risk Monitoring and Compliance

A review of the risk of potential slavery and human trafficking has been undertaken and the business will ensure a high level of understanding of the risks of modern slavery and human trafficking within our operations and the supply chain, by providing training to the relevant members of staff as well as briefing all Directors on the subject.

4. Due diligence process for slavery and human trafficking.

As part of our initiative to identify and mitigate risk we carry out the following:

- undertakes rigorous checks on each individual including; eligibility to work, reference checking, qualifications, proof of national insurance, and bank details to ensure each person is acting in their own right.
- For the majority of our supply chain companies, our contact is a UK contact and we expect these bodies to have suitable anti-slavery and human trafficking policies and processes, where applicable. It is not practical for us to have a direct relationship and influence all levels in the supply chain.
- Encouraging the reporting of any concerns of human trafficking and protecting whistle blowers
- Having zero tolerance to slavery and human trafficking
- Continually audit and review our practices and processes

6. Review

- Our Financial year runs from April to March, with the end of this Financial Year being 31st March 2025.
- This statement was reviewed end of March 2024 and will be reviewed annually
- Next review scheduled March 2025.

7. Board Approval

This statement has been approved by the Board of Directors of the Company.

Signed by:



Hamish Ferguson
Director

Date: 1st April 2024