



Blackpool Pleasure Beach Limited
(the "Company")

SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

ORGANISATION'S STRUCTURE

Blackpool Pleasure Beach Ltd is a family owned amusement park established in 1896, located on the Lancashire coast. It is one of the most visited tourist attractions in the United Kingdom, and one of the top twenty most visited amusement parks in the world. Although considered a seasonal operation the park opens to the general public in early February and closes in November, whilst its hotel, operations, entertainment venues, administration and engineering support operate all year round.

OUR PEOPLE

Our people are our most valuable asset. We have a permanent establishment of approximately 250 and we also engage temporary staff, the number of which varies depending upon business demand. All staff are subject to proper enquiries carried out by our HR department to ensure that they have a legal right to work in the UK.

OUR BUSINESS

Our business is organised into a number of units: Retail, Catering, Entertainment, Engineering, Hotels, IT, Purchasing, Sales, Education, HR and Security.

OUR SUPPLY CHAINS

Our supply chain is extremely diverse and includes the sourcing of ride parts, retail items, catering supplies, along with IT and stationery supplies.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

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.

This statement 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.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk –

- Where possible we build long standing relationships with our local suppliers and make clear our expectations of business behaviour.
- With regards to national and international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking. We have a zero tolerance approach and expect all those in our supply chain and contractors comply with our values.

The appropriate directors are responsible for compliance in their respective departments and for their supplier relationships.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

Regularly assess our current supply chain, especially those suppliers we do business with whose production is in high slavery-risk countries (India, China, Bangladesh, and Thailand). We now have over 280 Suppliers signed up to the Code of Conduct, and continue to build on this number with each new supplier we engage. In or around March 2020 the Covid 19 pandemic impacted upon the UK subsequent to which concerns were raised that in some UK geographical areas working practices were not acceptable. To address that we asked (and will to continue to ask) high risk suppliers to re-sign the Code of Conduct document.

- Closely monitor the hiring of staff and usage of agency staff.
- Have a level of communication and personal contact with the next link in the supply chain and their understanding of, and compliance with, our expectations for the most high risk suppliers.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for financial year end 31st March 2020.

Nigel Kilgallon
Group Legal Counsel & Director
Blackpool Pleasure Beach Limited