

Slavery and Human Trafficking Statement

This statement sets out The Camping and Caravanning Club's actions to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking within our own business and our supply chains.

OUR COMMITMENT

We are absolutely committed to preventing slavery and human trafficking in our business activities, and to ensuring that our supply chains are free from slavery and human trafficking. This statement relates to the 2023/2024 financial year of The Camping and Caravanning Club (The Club) and is made pursuant to Section 54 of the Modern Slavery Act 2015.

WHO ARE WE?

Established in 1901, The Camping and Caravanning Club is the world's oldest and largest Club for all forms of camping. We have 92 Club Sites across the UK. The Club is a not-for-profit organisation, which means that every penny spent with us is invested back into improving facilities and services for our members.

We currently operate in the United Kingdom only.

SUPPLY CHAIN

Our supply chain activities, some of which are based outside the UK, include the sourcing of materials and equipment to support our UK based operations. As part of The Club's assessment of risk in these areas, the current status is that our activities in relation to modern slavery and human trafficking are low risk. Our business model has remained unchanged over the past year, meaning we do not see any change to our assessment for this year.

However, we continue to expect all those in our supply chain to comply with our zero-tolerance approach to slavery and human trafficking. With regards to our suppliers approach to Modern Slavery and Human Trafficking, The Club expects its suppliers to assume responsibility for ensuring that their supply chain is assessed for risks in these areas and those risks are actively managed. This expectation is contained in contracts we sign with suppliers or tenders for work in relevant departments.

The relevant Directors are responsible for compliance in their respective departments and for their supplier relationships.

Assessment of the risk of slavery and human trafficking in our supply chain is by the Senior Leadership Team on an annual basis.

WHISTLEBLOWING POLICY

We operate a Whistleblowing Policy, aimed principally at our employees but also available to our suppliers that encourages the reporting of any wrongdoing which extends to human rights violations like modern slavery.

We encourage all our employees, volunteers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, The Club. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for individuals to make disclosures, without fear of retaliation. All reports are fully investigated, and appropriate actions taken.

RECRUITMENT

If we are not recruiting in-house, we use only specified, reputable employment agencies to source labour and always verify the practices of any new agency we use before accepting workers from that agency. The Club ensures that all potential employees have the legal right to work in the UK and that relevant employment legislation is adhered to.

DUE DILIGENCE

The Club undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Where possible, we build long standing relationships with suppliers and make clear our expectations of business behaviour. We have in place systems to encourage the reporting of concerns and the protection of whistleblowers and will measure the raising of concerns surrounding slavery and human trafficking to assess the effectiveness of our policies and procedures.

We expect each supplier at least, to 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.

TRAINING

All Directors and relevant members of staff have been briefed on the subject, and additional training will be provided if the assessment of risk changes.

BOARD MEMBER APPROVAL

This statement has been approved by the Senior Leadership Team and the Director General, who will review and update it annually.

Sabina Voysey

Director General

Approved and signed on 25th March 2024