

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.

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.

Established in 1901, the Camping and Caravanning Club is the world's oldest and largest Club for all forms of camping. We have over 100 Club Sites and 16 Camping in the Forest 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 also operate a Travel Service which helps customer's book overseas arrangements and run planned Escorted Tours, both in Europe and Worldwide.

We currently operate in the United Kingdom, with tours being run across Europe and the rest of the world by UK based volunteers.

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. We also provide introductions to campsites abroad and provide tour services to customers outside of the UK through our Travel Services operation. 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.

However, we 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 Departmental Directors are responsible for compliance in their respective departments and for their supplier relationships.

Relevant Steps

We operate the following policies and procedures to identify modern slavery risks and prevent slavery and human trafficking in its operations:

- Assessment of the risk of slavery and human trafficking in our supply chain by the Senior Leadership Team on an annual basis
- Whistleblowing policy
We encourage all our workers, 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.
- Recruitment
If 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 whistle blowers 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.

Director General's signature: 

Director General's name: ROBERT LOUDON MBE

Date: 27/3/19