

Modern Slavery Act Statement

Our Business

Legacy Leisure specialise in the operation of leisure facilities on behalf of Local Authority clients. Since our formation in 2013, we have grown considerably, managing a diverse range of sites throughout the country. Today we are one of the most experienced providers of Leisure Management in the UK with an estimated turnover of £36 Million employing over 1,900 members of staff, with an enviable reputation for Quality, Care and Excellence which we deliver in each and every facility we operate.

Our position

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking, all of which exploit someone else for the purpose of personal or commercial gain. Legacy Leisure has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships to safeguard against modern slavery taking place in our business or supply chains. All employees have a role in vigilance with respect to our suppliers and other employees in our business to ensure that no such activities take place.

Our Supply Chain

We work with a variety of suppliers from large corporations, sub-contractors to small local suppliers providing a wide range of goods and services. Our supply chain members are diverse not only in the goods and services they provide but also in the size and structure of their organisations - from the very small to multinational institutions. We encourage smaller businesses to apply to join our supply chain in order to promote local business initiatives in the UK.

What are we doing about it?

We have contracts with suppliers and in many cases those contracts are for several years duration. We have introduced a contractual requirement for suppliers that they do not engage in any activity that is contrary to the Act. Where a contract has been renewed during the year or any new contract has been entered into, that contract term has been applied. Over time, we will achieve the inclusion of the contractual requirement in all supplier relationships.

Among the policies that we consider have assisted us in increasing our confidence that the business is free from Modern Slavery are:

- Code of Conduct
- Dignity at Work Policy
- Equality & Diversity Policy
- Gifts, Hospitality & Other Incentives Policy
- Recruitment Policy
- Whistle blowing Policy
- Anti Bribery Policy

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Legacy Leisure is the trading name of Legacy Leisure Limited
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In addition to the these policies currently we have also undergone as review of our supply chain a

- Ascertain which suppliers equate to 80% of total spend
- Collate details of what goods or services these suppliers provide
- Check if these goods or services fall into the high risk categories
- Get details of which countries the suppliers supply chain operates in to see if they source products from any high risk countries
- Request and keep on file a copy of suppliers modern slavery policy or if they do not have one policies in place to combat modern slavery
- Build a risk register to show where in our supply chain our risk lies and enable us to focus our attention on the high risk suppliers

We plan to build and further expand this over the coming 12 months to map a detailed risk register of our supply chain.

Our Staff

We are investigating the most appropriate form of training and delivery for this subject.

The company Directors and senior management will take responsibility for implementing this policy statement and its objectives and will provide resources and investment to ensure that slavery and human trafficking is not taking place within the organisation or its supply chains.

Signed



Dated

6 Dec. 2017

Title

CHAIR LEGACY LEISURE