

# Modern Slavery Statement 2021

This statement relates to actions and activities of CP Holdings Limited (CP) and its legal entities during the financial year 1 January 2020 to 31 December 2020.

CP recognises that it has a responsibility to take a robust approach to slavery and human trafficking and has an Anti-Slavery Policy, included within the Employee handbook, which reflects this. CP is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

CP is the family owned holding company of the CP Group, comprising a number of companies involved in a wide range of activities across a number of territories – including in the UK, Central and Western Europe and sub-Saharan Africa. The principal sectors in which the Group operates include hotels and hospitality, flexible workspace, heavy equipment, warehousing, agro-chemicals and telecommunications.

## **Policies on Slavery and Human Trafficking**

CP is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. The Anti-Slavery Policy 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 business and in our supply chains.

## **Training**

A comprehensive programme of staff compliance training throughout the CP Group is in the process of being rolled out. Following the launch of the online training platform in 2019, a vast number of CP employees have received online training. In 2020 the level of training was substantially reduced due to the Covid-19 pandemic. As the business starts to recover in 2021 a training plan will be put together for the Group. Courses on offer on the training platform include learning points on:

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected; and
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation.

## **Board approval**

This statement was approved on 29<sup>th</sup> July 2021 by the organisation's board of directors, who review and update it annually.

Signed

Date:

Director – Paul Filer