# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## Introduction

This anti-slavery statement is made on behalf of Ascot Authority (Holdings) Limited and its subsidiaries operating in the UK ('Ascot'), in compliance with s.54(1) of the Modern Slavery Act 2015, and outlines the steps that Ascot has taken to ensure that slavery and human trafficking are not taking place in its supply chains or any part of its business. Ascot has a zero-tolerance approach to modern slavery within its operations and supply chain. We all have a responsibility to be alert to the risks within our business and in the wider supply chain. Ascot employees are encouraged to report concerns using the whistleblowing policy and management are expected to investigate and address these concerns.

## About Ascot

Founded by Queen Anne in 1711 and located on Crown property, the administration of Ascot is handled on behalf of the Crown by a representative appointed by the Monarch. Few sporting venues can match the rich heritage and history of Ascot Racecourse and over the past 300 years, Ascot has established itself as a national institution, with Royal Ascot becoming the centrepiece of the British social calendar and the ultimate stage for the best racehorses in the world.

The Ascot Authority was established in 1913 by an Act of Parliament which ensured that Ascot Heath would be kept and used as a racecourse for the public in the future. Today, as Ascot Authority (Holdings) Limited, Ascot has a formal board chaired by a Trustee. Ascot employs over 180 permanent staff at the racecourse and up to seven thousand temporary workers during racing throughout the year, employed either directly or indirectly by our partners and suppliers, with a peak during Royal Ascot each June. Ascot is proud to offer all its employees market-related pay and benefits.

Ascot has a zero-tolerance approach to slavery and human trafficking and is dedicated to ensuring that slavery and human trafficking do not take place in any part of our business or supply chains. Sustainable and ethical principles are extremely important to Ascot, and this is reflected across the business. Ascot's products and services are primarily sourced via UK providers. Ascot's ethos is shared with its key providers, including its catering partner which has issued its own Human Rights & Modern Slavery Report.

## Policies and controls

Ascot is subject to high levels of regulation and public scrutiny and operates under a system of internal policies and controls which give guidance and support to employees and suppliers to ensure appropriate conduct. The structure of Ascot allows direct implementation of policies and controls and ensure appropriate training and monitoring of compliance. Ascot monitors and controls risk within its business through the operation of a number of policies and procedures relating to, among others, bribery and corruption, conflicts of interest, financial crime, and whistle-blowing. We intend to advise all our contractors of our commitment to the principals of The Modern Slavery Act 2015 and expect them to do the same. Any breach of the Act with any supply agreement can be expected to result in immediate termination.

## Objective

By complying with the following criteria Ascot will encourage all suppliers to meet the highest of standards:

- Employment is freely chosen
- No discrimination
- No harsh or inhumane treatment
- Right to collective bargaining and freedom of association
- Safe and hygienic working conditions
- Working hours are not excessive
- Zero-tolerance of child labour

In order to ensure the freedom of choice of employment workers must not pay deposits for work and employers must not keep originals of identity documents.

Ascot adopts the Anti-Slavery and Human Trafficking Policy across all contracts and procurement processes across the supply chain. By setting out the clear policy, and by raising employees' awareness of modern slavery, Ascot will be able to effectively mitigate against the risk of slavery and human trafficking within the context of its supply chain.

## Training

All appropriate Ascot employees complete a training module on how to recognise and act on knowledge or suspicion of modern slavery as part of their mandatory annual compliance training. In addition, all appropriate employees of Ascot have been encouraged to visit modernslavery.co.uk to enhance their overall understanding of this global issue. This ensures a high level of understanding of the risks of slavery and human trafficking in supply chains and the business in general.

## Assessment of effectiveness in preventing Modern Slavery

The Modern Slavery risk is not static and therefore the mitigation of the risk will be continually reassessed. Additionally, the effectiveness of Ascot's policy will be reassessed regularly and updated or amended if required. This Modern Slavery and Human Trafficking Statement, covering the financial year to 31 December 2020, was approved by the Board on Wednesday 7 April 2021.

This statement is made in accordance with Section 54 (1) of the Modern Slavery Act 2015.

**Ian McGregor**
**Finance Director**
**7 April 2021**