

## **Supply Chain Transparency Statement 2016/17**

### **Introduction**

Sykes Holiday Cottages Ltd are publishing this statement under Section 54 of the UK Modern Slavery Act 2015. This requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their business or supply chains.

This statement refers to the financial year ending 29<sup>th</sup> September 2017.

### **Our Business**

Sykes Holiday Cottages Ltd are one of the UK's largest holiday cottage letting agents. Our vision is to be the #1 provider of UK holidays with our mission being to serve 2.5m holiday makers and 20,000 property owners by 2020.

The foundations of our business are built around our core values:

We – Earn Trust, Grow & Learn, Achieve Together, Drive Innovation & Change, Communicate Honestly.

These values represent the core of our business philosophy encouraging our employees to act ethically when dealing with colleagues and third parties with whom we do business.

### **Due Diligence Processes**

We believe there is a very low risk of Modern Slavery in all areas of our business and supply chains. We currently operate in the UK only and have a relatively small supply chain mainly consisting of maintenance/domestic cleaning companies.

We ask that all new service providers ensure their employees hold a current Disclosure and Barring Service (DBS) certificate prior to them starting work on Sykes contracts and we are looking to put a process in place to monitor this. We recognise our responsibility to stay alert to any risks, however small of Modern Slavery; therefore, this step to improve our checking process will be implemented over the forthcoming year.

## **Policies**

Sykes is committed to providing equal opportunities and to avoiding unlawful discrimination in employment. Our Equality and Diversity policy is intended to assist the Company to put this commitment into practice. Compliance with this policy also ensures that colleagues do not commit unlawful acts of discrimination.

Sykes strive to ensure that everyone is treated with dignity and respect and hold a separate Dignity at Work policy, which deals with these issues.

We also operate a Whistleblowing Policy which encourages staff to report any wrongdoing which extends to human rights violations including Modern Slavery. All reports will be fully investigated and appropriate remedial actions taken.

This statement has been reviewed and approved by the Sykes Holiday Cottages Ltd Board of Directors on 25<sup>th</sup> April 2018.

A handwritten signature in black ink that reads "Michael S Graham." The signature is written in a cursive, slightly informal style.

**Michael Graham**  
**Chief Financial Officer**  
**(Director)**