

## Modern Slavery Statement

We are committed to ensuring that there is no unethical trading, irresponsible sourcing, modern slavery, human trafficking, or unlawful child labour in our supply chains or in any part of our business.

We operate three large seaside resorts in the UK offering short holiday breaks in the leisure and holiday sector, as well as conference and solo hire events. Our holiday breaks consist of: (1) short stay family breaks with high-quality performances, entertainment, and big-name acts; and (2) action-packed weekend breaks for adults with live DJs, themed parties, and live sports.

We are 100% owned by Zenit Midco 1 (Jersey) Limited which is ultimately 100% owned by a private fund. Our head office is in Hemel Hempstead. We have an annual turnover of approximately £300m and over 4,000 employees, all working within the UK. We abide by all UK employment laws, including verification of age and eligibility to work. We, therefore, believe we are at low risk of modern slavery in our employee base.

The following areas make up most of our goods and services purchased from our supply chain: goods for retail, food and beverage, business services, consumables and disposables, and construction and property.

Our Ethical Sourcing Policy applies to all parts of our business, including our supply chain and business partners. It reflects our commitment to acting ethically and with integrity in our business relationships.

As part of our initiative to identify and mitigate risk, we require suppliers to accept and sign our Supplier Application Form, which requires suppliers to comply with numerous conditions around (i) employment; (ii) freedom of association; (iii) working conditions; (iv) fair wages; (v) working hours; (vi) discrimination; (vii) accommodation; and (viii) ethical practices. Further, we require suppliers to establish processes and systems for delivering compliance with our Ethical Sourcing Policy and to communicate and deliver training to employees (including temporary and contract staff), suppliers and sub-contractors, and seek formal acceptance and commitment to implementation of our principles. We require suppliers to maintain auditable records demonstrating compliance with our Ethical Sourcing Policy and provide us with access to documentation and training materials as well as workers within their business and supply chain to enable an audit of compliance with our Ethical Sourcing Policy.

We are confident that we have in place systems to: (i) identify and assess potential risk areas in our supply chains; (ii) mitigate the risk of slavery and human trafficking occurring in our supply chains; (iii) monitor potential risk areas in our supply chains; and (iv) protect whistle blowers. We ask suppliers to report, in writing to the Butlin's Head of Procurement, any serious breach or areas of special concern or specific risk in relation to compliance with our policy within their own business or supply chain.

We have zero tolerance to slavery and human trafficking.

Managing modern slavery risks is an iterative process and we are continuing to implement changes and improvements having completed a review of our ethics standards and supply chain and the effectiveness of our modern slavery strategy during 2025. We are committed to increasing our understanding of modern slavery risks throughout 2026 and will continue the review of our policies and processes to ensure they remain up to date, effective, and compliant.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Butlins Skyline Limited slavery and human trafficking statement for the financial year ending 31 December 2025. It was approved by the board on 23<sup>rd</sup> June 2026.



Jon Hendry Pickup  
CEO  
Butlins Skyline Limited  
Date: 23<sup>rd</sup> June 2026