

The Royal Parks Ethical Statement

As well as being a public corporation, The Royal Parks Limited (TRP) is an independent charity committed to upholding the highest standards in our work. This includes our approach to fundraising, commercial activities and partnerships.

TRP is contracted by government to manage eight Royal Parks and other open spaces in London in accordance with statutory requirements dating back to 1851.

This policy statement has been devised to add clarity and openness to TRP decision making processes, ensuring that we take a consistent approach across the charity. It is impossible to anticipate every possible ethical scenario that may arise and it will be necessary to take a pragmatic approach recognising the complexity and competing demands of many ethical challenges. We also recognise there is a balance between positive and negative action; negative, where we chose not to associate with an organisation, and positive where we can see clear links between our objects and values and theirs, and we can create positive change.

This policy statement relates to both the charity and our trading subsidiary through which we generate income which is then donated to the charity to support our work.

Our Purpose

Our ethical approach is based on advancing the charity's charitable objects, namely:

- **To protect, conserve, maintain and care for the Royal Parks**, including their natural and designed landscapes and built environment, to a high standard consistent with their historic, horticultural, environmental and architectural importance;
- **To promote the use and enjoyment of the Royal Parks for public recreation, health and wellbeing** including through the provision of sporting and cultural activities and events which effectively advance the objects;
- **To maintain and develop the biodiversity of the Royal Parks**, including the protection of their wildlife and natural environment, together with promoting sustainability in the management and use of the royal parks;
- **To support the advancement of education** by promoting public understanding of the history, culture, heritage and natural environment

- of the royal parks and (by way of comparison) elsewhere; and
- **To promote national heritage** including by hosting and facilitating ceremonies of state or of national importance within and in the vicinity of the Royal Parks.

Our Values

TRP has a set of values that defines how we want to work, behave, make decisions and interact with one another. Our values are: **Accountable, Excellent, Inclusive, Open** and **Respectful**.

The values are underpinned by agreed acceptable behaviours that have been developed in close consultation with staff.

Overarching Policy

When taking decisions, TRP must:

1. act in accordance with its charitable objects;
2. act in a manner that reflects our values;
3. comply with the Companies Act and other applicable legislation such as the Modern Slavery Act and anti-money laundering regulations;
4. comply with Charity Law and have due regard to Charity Commission guidance; and
5. as a public corporation, comply with public sector duties such as the public sector duty of equality and public procurement regulations.

We enter financial relationships with a range of organisations to fund our work on condition that:

- It will benefit the parks and/or and those who visit or use them.
- TRP does not envisage it will create any reputation issues for the parks.
- There is no attempt by the other party to influence TRP policies.
- It is consistent with our commitment to diversity and inclusivity.
- It does not undermine our objective of managing our unique, high quality landscapes in a sustainable manner.

Organisational Culture

TRP aims to maintain a strong ethical culture, where all Trustees and staff know what is expected of them both in understanding and demonstrating the organisation's values and in terms of behaving ethically and responsibly. This is part of TRP induction for all new staff and forms part of the annual appraisal process.

The Charity will recruit, remunerate and develop its employees through best practice that is fair, objective and equitable. It strives to be an inclusive

employer that values diversity in the workplace and in the services which it provides.

Board Scrutiny

Where there is serious concern about whether a significant partnership, donation, contract or other transaction will undermine the principles in this policy statement, the Chief Executive will refer the matter to the Board of Trustees.

Sustainability

TRP has declared a climate emergency, stating our aim to improve our sustainable practices and reduce our carbon footprint. This is supported by our sustainability strategy (2016-26) and accompanying action plan.

Modern Slavery

TRP has published a Modern Slavery statement which sets out our goal of zero tolerance of modern slavery in all aspects of how we do business and the steps we have taken in that regard.

There are some areas of activity where the charity's ethical stance may be put under particular scrutiny:

Commercial Income and Endorsements

We license commercial activities in the parks to generate income to support our mission.

We work with a wide range of partners who help us to deliver high quality events and services to our visitors. Our events partners work with sponsors and we generate income from filming permits, including for advertisements.

TRP will not actively promote products or services provided or promoted by third parties except in the course of supporting activities that provide a benefit (financial or otherwise) to TRP.

Fundraising

TRP fundraises in order to support our charitable objects. We are registered with the Fundraising Regulator and abide by its Code of Practice and the Charity Commission's fundraising guidance for trustees.

Investments

TRP has appointed independent investment managers to invest our funds. We



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do this to maximise the income we can generate from our assets at an appropriate level of risk.

Ethical considerations are included in the mandate Trustees have given to the investment manager.

Contracted-out Services

This policy statement applies to all areas of activity within the charity's direct control. More widely, we will encourage all our contractors, concessionaires and our other partners, to work in ways that support our charitable objects and have regard to the reputation of the charity.

Transparency

This policy statement is published on our website.