

# Travelopia

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

**2020/2021**

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2020/2021

### ABOUT THIS STATEMENT

The Travelopia Group<sup>1</sup> (“Travelopia”) recognises that modern slavery and human trafficking are significant global issues, and we are committed to ensuring we play our part in helping to rid the world of these criminal practices. We do this by ensuring that there is no modern slavery or human trafficking in any part of our business. This zero-tolerance approach is an integral part of our policies and the way we do business.

This statement reflects the activities undertaken by Travelopia in the financial year ending 30 September 2020, to ensure that slavery or human trafficking is not taking place in our operations and supply chains.

### ABOUT THE TRAVELOPIA GROUP

Travelopia is a global provider of travel services in the specialist travel sector with a portfolio of more than 50 independently operated brands, most of which are leaders in their sector. Our businesses operate across six divisions. Expeditions, Tailormade, Marine, Education, US Tour Operations and Events. With everything from sailing adventures, safaris, sports tours to arctic expeditions, our brands are as diverse as they are exciting. We aim to create unforgettable experiences for customers all across the world, whether they’re looking for an expertly led group tour or a tailor-made adventure. The Group has a truly global offering with operations across more than 30 countries, with businesses predominately in Europe, USA and Canada.

### OUR BUSINESS AND SUPPLY CHAINS

Travelopia provides a wide range of specialist travel experiences all over the world. More information regarding the range of experiences offered can be found at [www.travelopia.com](http://www.travelopia.com). The diversity in our travel experiences is reflected in our supply chains. For example, in delivering a single travel experience, we might engage or interact with providers such as accommodation suppliers, travel agencies, airlines, destination management companies and tourist offices.

### POLICIES AND PROCEDURES

Over the past year, we have continued to update our framework of policies and procedures, including translating them into the multiple languages spoken by our diverse workforce. Whilst these documents are key to implementing effective systems and controls, we also believe that they are a crucial ingredient in reinforcing our culture of integrity and transparency. Our policies outline the behaviours and conduct that we would expect from each other at Travelopia.

Our policies and procedures are regularly monitored and reviewed and apply to all our employees and to anyone engaged to work for us on a temporary basis.

The key policies and procedures that contribute to minimising the risk of modern slavery and human trafficking in our organisation and our supply chains are:

**Employee Confidential Hotline Policy:** We work with PeopleInTouch a leading provider of ethics/whistleblowing communication services, and in particular we use their “SpeakUp” system. This global and user-friendly system is set out in our policies with the aim of encouraging everyone working for Travelopia to

---

<sup>1</sup> Travelopia Group Holdings Limited is the parent company of the worldwide based Travelopia businesses. The actions in this statement are taken at a Travelopia group level but qualifying companies required to make a statement (as per the statutory turnover threshold) will also publish this statement.

report any concerns about suspected, or actual wrongdoing. Anyone with concerns can report them through the SpeakUp hotline and web portal and has the option to remain anonymous.

**Employee Conduct Handbook:** This document not only informs our employees of the various laws, codes, regulations that apply to them, thereby bringing together all our conduct-related policies. It underpins our expectations of how we work with each other, as well as with our external partners.

**Harassment and Bullying Policy:** This wide-reaching document not only applies to employees, but also to third parties such as customers, suppliers and visitors to our premises and is designed to help ensure that everyone is treated with dignity and respect.

**Risk Management Procedure:** We have in place robust control systems to ensure that all Travelopia activities remain in line with all applicable laws, regulations, and codes of governance (including in relation to modern slavery and human trafficking).

**Employee and Customer Health and Safety Policies:** We take the wellbeing of our employees and customers seriously and have a dedicated health and safety team who ensure compliance with this policy.

**People Directorate Procedures:** Our HR departments, led by People Directors check that all our staff have appropriate right to work documents and ensure that they are paid fairly and enjoy a competitive remuneration package.

**Procurement Due Diligence Procedure:** This involves careful scrutiny of potential new suppliers, making sure they have a good compliance record with laws and ethical procedures.

**Corporate Criminal Offences Policies:** We have a suite of policies, procedures, and training on the prevention of corporate criminal offences. When combined with the SpeakUp system they seek to remind those working for and on behalf of Travelopia to be alert to any improper conduct and/or suspicious behaviour, and to report such concerns.

## SUPPLIER DUE DILIGENCE

We have a stringent due diligence process which allows us to identify and mitigate the risk of slavery and human trafficking:

**Supplier Questionnaire:** This questionnaire requires suppliers to provide information on their health & safety practices, ethical standards and any sub-contractors used to provide their services.

**Supplier Code of Conduct:** This document allows us to hold suppliers to the same high standard we hold ourselves to. This document reiterates our commitment to adherence with all human rights legislation and reaffirms our zero-tolerance stance to issues of child labour, forced labour, threat of violence, harassment, intimidation, debt bondage, bonded labour, human trafficking, compulsory overtime and any other form of modern slavery.

**Supplier Contract Wording:** We incorporate anti-slavery provisions in our contracts, as well as introducing more general wording requiring compliance with the above Code of Conduct.

## OUR FUTURE PLANS

Going forward we will continue to enhance our supplier due diligence process. We recognise that due to the international nature of our business and large number of supplier relationships, a risk-based approach is appropriate in seeking to ensure that there is no slavery or human trafficking in our supply chain. We will also

continue to develop our training to ensure that there is a high level of understanding of the risks of modern slavery and human trafficking.

A handwritten signature in black ink that reads "AJ Duncan". The letters are cursive and fluid.

**Andy Duncan**  
**Chief Executive Officer**  
**Travelopia**

**April 2021**