

Modern slavery act – Statement

Introduction

This statement is made by Travel Planet TMC UK Limited, referred to here as Travel Planet.

Travel Planet is committed to play its part in the elimination of modern slavery. This statement explains our actions to assess and address the risks of modern slavery (including forced labour and human trafficking) in our operations and supply chains.

This statement is made in compliance with section 54(1) of the UK Modern Slavery Act 2015.

Organisation structure and supply chains

Travel Planet TMC UK Limited is a company registered in the UK and wholly own by TPW SAS, France. We operate from offices in Yorkshire and London and serve customers who travel worldwide.

We believe our operations place us at low risk of exposure to Modern Slavery and Human Trafficking issues within our own business. We do not act as a producer, manufacturer, or retailer of any physical goods. However, as a company that facilitates global travel, we may be linked to companies in sectors where elevated modern slavery risks have been identified, including those in the accommodation and transportation sectors.

Risks also may exist in connection with routine office activity support, such as cleaning services and office supplies, as is true for most businesses. Our operations include providing intermediary booking services to customers for air, rail, accommodation, and car rental. Our supply chains include aggregators, global delivery systems, intermediaries, wholesalers, and direct third-party travel service providers.

Policies in relation to slavery and human trafficking

We have the following key policies to ensure we meet our commitment to Modern Slavery and Human Trafficking, and support human-rights principles:

- Modern slavery policy
- Corporate social responsibility policy
- Confidential reporting policy (Whistleblowing)
- Diversity, Equality & Inclusion policy

Our policies are reviewed annually.

Due diligence process

Varying contractual terms and conditions on ethical business, fair working practices, and compliance with applicable legislation are included in new, renewed, and existing agreements with suppliers and partners. Where relevant, suppliers and partners agree to

terms and conditions which oblige conduct consistent with the Modern Slavery Acts. Suppliers are also vetted.

The policy is made available to all staff via the company intranet and to third parties on request. Failure to comply with the policy will be investigated and may be treated as a disciplinary offence. We may terminate our relationship with individuals and organisations working on our behalf if they breach this policy.

We continue to make sure that our employees are aware of Modern Slavery legislation, of the definitions of slavery and human trafficking and that they know what to do should they suspect a case of slavery or human trafficking. Modern Slavery awareness is included in our employee induction and our mandatory annual compliance training. In line with our ISO certifications, we have a programme of regular internal and external audits to check compliance with all our policies and procedures.

We have implemented a supplier review process so that adherence can be monitored on an appropriate periodic basis. We continue to review and update these processes.

Our Commercial department maintain close relationships with the travel industry service providers who supply air travel, ground travel, hotels, and ancillary services to our clients. Understanding the business practices of these service providers helps ensure that our clients make appropriate choices about their travel. Travel Planet believe in a transparent supply chain.

Risk assessment and management

We ensure that we have robust processes in place to:

- Prevent, detect, and report any incidence of modern slavery in any part of our organisation or supply chain.
- Maximise awareness amongst our employees by providing them with training, and a requirement for all staff to confirm they have read and understood this policy.
- Publish this statement on our website.
- Share this statement annually with our employees.
- Protect whistle blowers.

KPIs to measure effectiveness of steps being taken

- Annual completion of personnel signing this policy to confirm they have read and understood it.
- 6-monthly report of any investigated report of incidence of modern slavery in any part of our organisation or our supply chain.

Training on modern slavery and trafficking

We provide training to our employees at least annually; the aim of this training is to ensure our personnel:

- Understand what modern slavery is.
- Have an increased awareness.
- Can identify the signs of modern slavery.

- Are able to report any suspected incidences.

Under no circumstances should a supplier use forced labour, whether in the form of compulsory or trafficked labour, or other forms. Mental and physical coercion, slavery, and human trafficking are prohibited. Our Core Values, Code of Conduct, and corporate policies all reflect and convey our commitment and adherence to human rights and our zero-tolerance approach to Modern Slavery within any part of our business and our supply chains.
Signed:

A handwritten signature in black ink, appearing to read 'J Diaz', is positioned below the 'Signed:' text.

James Diaz
CEO UK

Date:
28th March 2024