



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This statement sets out the steps that Top Deck Tours Limited ("Topdeck") has taken to prevent modern slavery and human trafficking in our business and supply chains.

Modern slavery is an overarching term encompassing forced labour, child labour, domestic servitude, bonded labour and human trafficking. The International Labour Organisation estimates that there are 21 million people in forced labour across the world. We recognise that no industry is immune to this shocking reality.

Our business

Our purpose is "to inspire young people through life changing travel experiences". We work closely with a selection of our preferred suppliers to develop and promote responsible and sustainable travel. Our supply chain includes hotel and accommodation providers, restaurants, attractions, airlines, and coach operators.

We have adopted a risk-based approach to the assessment of our business and supply chains, which has involved taking geographical and functional factors into account in order to identify categories of supply that may present a higher risk of modern slavery.

Our values

We are committed to responsible and sustainable travel, including the identification and prevention of all forms of modern slavery in our business and supply chains. Our people have a shared commitment to maintain the highest standards of personal and professional ethics, to comply with all relevant laws and regulations and to personify and represent Topdeck's values in everything we do.

The steps we've taken

- Employee Handbook – all employees are required to read and comply with Topdeck's Employee Handbook, which has been updated to include a description of modern slavery and human trafficking and which highlights key risk areas that employees are encouraged to monitor for signs of human rights violations.
- Supplier commitments – Topdeck will not conduct business knowingly with anyone engaged in modern slavery or human trafficking or knowingly permit such conduct to be carried out in any of its supply chains. We have adapted our template supplier contracts to include anti-slavery and anti-human trafficking provisions to reflect this zero-tolerance position.

We will continue to review, develop and promote our policies and practices next year and in following years to identify and mitigate risk areas for modern slavery and human trafficking in our business and supply chains.

Awareness and reporting

We aim to make sure that our employees, subcontractors and suppliers understand Topdeck's commitment to human rights and are able to identify and report indications of exploitation. In our Employee Handbook, employees are encouraged to raise any concerns they might have in relation to the treatment and working conditions of any person in our business or supply chains.

We will continue our work in this area through internal training and external communication.

Endorsement

This statement has been published pursuant to section 54 of the Modern Slavery Act 2015 for the financial year ending 30 June 2016.



Janirle Salame
Managing Director
Top Deck Travel Limited

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