



Anti-Modern Slavery & Human Trafficking Policy

Date:	April 2016
Last Reviewed:	January 2019
Owner:	James Turner – Chief Operating Officer
Sector:	Travel Management Service - ALL

Introduction

This policy sets out Calder Conferences & World of Travel (Calder & World of Travel) actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. Calder & World of Travel maintains relationships with many different organisations in its supply chain, as well as directly employing people. In the light of the general law on employment and human rights and more specifically, the Modern Slavery Act 2015, the company is absolutely committed to preventing slavery and human trafficking in all its activities and to ensuring that its supply chain is free from slavery and human trafficking.

Organisational Structure and Supply Chains

This policy covers all the activities of Calder & World of Travel. It governs all our business dealings and the conduct of all persons or organisations with whom we contract directly or who we appoint to act on our behalf.

We expect all who have, or seek to have, a business relationship with Calder & World of Travel, to familiarise themselves with our anti-slavery policy and to act at all times in a way which is consistent with our anti-slavery policy.

The Company currently operates in the following countries: United Kingdom, though conducts business on a global basis.

Responsibility

The HR department will liaise with other relevant departments such as the QA & Compliance and the Legal team to ensure that risk analysis and investigations/due diligence in relation to modern slavery and human trafficking is carried out as required.

HR will ensure that employees are given adequate and regular training on the issue of modern slavery so that everyone understands and complies with this policy.

Relevant Policies and Practices

Calder & World of Travel operates the following policies and practices that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

The Company's policy on whistleblowing encourages all its workers, customers and other business partners to report any concerns related to the direct activities of the organisation or its supply chain. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation. Employees who have concerns can refer to the Group's Whistleblowing Policy which is available in the Company handbook. The nature of the complaint will determine the Company's next course of action.

We endeavour to carry out our own recruitment activities and where applicable to only use reputable employment agencies to source labour and we carry out appropriate background checks. Personnel responsible for the recruitment activities are advised to adhere to this policy by ensuring that strict verification of potential employee's right to work is carried out before any offer of employment is made.

Calder & World of Travel expects its subsidiaries and all supply chain to adhere to recruitment practices that ensure that all terms of employment are voluntary. Where necessary and if required, we may request demonstration of compliance with this policy.

Awareness & Performance Indicators

As well as training employees, the Company will raise awareness of modern slavery issues by emailing the Company's anti-slavery and human trafficking policy to all employees as well as it being made available on the Company handbook. We expect employees to refer to this policy and understand what is required of them in relation to modern slavery.

This policy on modern slavery will be communicated to all suppliers, contractors and business partners at appropriate points during our business relationship with them and reinforced as appropriate thereafter.