

## **Introduction**

This is the Modern Slavery Statement of Southall Travel Limited.

We are proud of the steps we have taken to combat slavery and human trafficking within Southall Travel Limited. Our directors, management and staff take our corporate, social and legal responsibilities extremely seriously and consider our staff to be our greatest asset. Our staff are recruited regardless of race, religion, gender, sexual orientation or disability and we expect suppliers, partners and other companies we work with to adhere to our standards, auditing them on a regular basis.

## **Organisation's structure**

Southall Travel Limited is a provider of travel services to the general public and a broad range of companies, corporations and businesses. Established in 1984, it is now one of the largest travel companies operating in the U.K. It trades under the following trading names : Southall Travel ([www.southalltravel.co.uk](http://www.southalltravel.co.uk)); Away Holidays ([www.awayholidays.co.uk](http://www.awayholidays.co.uk)); The Holiday Team ([www.theholidayteam.co.uk](http://www.theholidayteam.co.uk)); Applehouse Travel ([www.applehousetravel.co.uk](http://www.applehousetravel.co.uk)); ST Sports ([www.stsports.com](http://www.stsports.com)); STFly ([www.stfly.com](http://www.stfly.com)); Travel Trolley ([www.traveltrolley.co.uk](http://www.traveltrolley.co.uk)); FlySharp ([www.flysharp.com](http://www.flysharp.com)). Southall Travel Limited has 28 employees in the UK.

Southall Travel Limited has a global annual turnover of £590,361,212 in 2019-2020

## **Our supply chains**

Our supply chains include hotels, accommodation providers, local excursion providers, transport companies, airlines, rail operators, airport transfers, tour guides and destination management companies.

## **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Equal Opportunity and Social Responsibility policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

In accordance with the Act, we do not, and will not, engage in any form of forced, coerced, incarcerated, child or indentured labour and we expect those individuals, companies, contractors, organization and partners to follow our example.

We protect employees against modern slavery in the following ways:

- By adhering to our Equal Opportunity and Social Responsibility policies which are audited and reviewed on an annual basis.
- By treating all employees fairly and with respect and ensuring that their employment rights are maintained in line with current legislation.
- By protecting the health and welfare of our employees and ensuring that codes of conduct are maintained at a high level.
- By educating and training staff to understand the threat of modern slavery and human trafficking and embrace the commitment of the company towards maintaining ethical business practices, trading standards and creating a harmonious and inclusive workplace.

## **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we have in place systems to;

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

### **Risk assessment and supplier adherence to our values and ethics**

We have a zero-tolerance policy towards slavery and human trafficking and we insist that our suppliers, contractors and partners adhere to the same standards. We will not knowingly trade, conduct business or interact in any way with any organization or individuals involved in slavery or human trafficking.

In order to ensure the integrity of our supply chain with respect to human trafficking and slavery, we intend to implement processes to identify, assess and monitor potential risk areas in our supply chains, minimize the risk of slavery and human trafficking occurring in our supply chain and protect those who expose illegal practices or activities,

In addition, we will be reviewing and adapting standard supplier terms and conditions and agreements with suppliers, contractors and individuals to ensure compliance with our slavery and human trafficking policies.

### **Training for staff**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

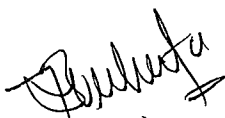
### **Measuring our effectiveness in combating slavery and human trafficking**

Our performance is audited on an annual basis in parallel with our Equal Opportunity and Corporate Social Responsibility policies. We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- We carry out regular audits on our supply chain.
- We carry out labour monitoring and payroll audits.
- We have an established system for dealing with complaints both transparently and effectively.
- We have strong lines of communication and we ensure we make personal contact with the next tier of our supply chain in order to confirm their understanding of, and compliance with, our standards.

This statement is made pursuant to section 54(1) of the modern slavery act 2015 and constitutes our updated slavery and human trafficking statement for the financial year ending 31 March 2020.

This statement has been approved by the board of Southall Travel Limited.



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 Mr. Jaymin Borkhatria  
 Director, Southall Travel Limited  
 Date: 01/04/2021