

### Modern Slavery Statement 2023/2024

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30 April 2024.

Hays Travel Limited and its relevant group companies (Hays Travel) are committed to preventing modern slavery and human trafficking in any part of our business, including in our supplier chains, and expects the same high standards from all its contractors, suppliers and other business partners.

Group companies include Hays Tour Operating Limited trading as Vista, Hays Foreign Exchange Limited, Hays Beds Limited, Hays Transfers Limited, Hays Transport Limited, Hays Travel Foundation, Miles Away Limited, The Original Travel House Limited, Just Go limited, The Trusted Package Company Limited and Hays Property Services Limited.

### Organisation Structure

Hays Travel is the largest independent travel agent in the UK which was founded in 1980 and started to also operate as a tour operator in 2012. The Group had 3,535 employees operating within the UK as at 30 April 2024. The retail network consists of over 450 high street travel agencies covering most of the UK.

More than 114 legal entities form our Hays Travel Independence Group (IG) who sell our products as either agents of the tour operating businesses or as sub agents of Hays Travel Limited. Our Group provides them with licenses (ATOL, ABTA and IATA), the back-office support and the technology needed to sell our products.

In addition to our retail presence, we also sell through both our own call centres, contact centre and a network of independent and self-employed consultants. The main travel products we sell are as follows:

- Packages, either from our tour operation business or from other tour operators
- Non-package products (mainly cruise, hotel, transfers and car hire combinations)
- Foreign Currency and a Hays Travel money card
- Travel Insurance

You can learn more about our history on the Hays Travel website at [www.haystravel.co.uk](http://www.haystravel.co.uk)

### Our Supply Chains and Due Diligence

Our commercial department is responsible for the selection and management of all our holiday travel suppliers. They oversee an extensive supply chain of suppliers, including but not limited to airlines, package providers, transfers, car hire and accommodation suppliers, agents and sub-agents, both in the UK and abroad.

Our procurement department oversees our indirect services suppliers, including professional services, facilities, sales and marketing agencies and uniform manufacturers.

We conduct checks to determine their financial stability and expect them to also commit to the prevention of modern slavery and human trafficking.



### **Policies**

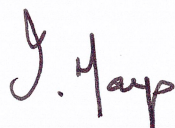
We are committed to acting ethically and with integrity in all our business relationships and have several internal policies in relation to the recruitment and protection of colleagues.

We also expect suppliers, subcontractors and consultants to respect and adhere to our values.

### **Further steps to prevent Modern Slavery**

We are committed to continuous improvement to address and prevent modern slavery and human trafficking

This Modern Slavery statement was considered and approved by the board of directors on 23 January 2025

A handwritten signature in dark ink, appearing to read 'I. Hays', is positioned above the printed name.

Dame Irene Hays  
Chair

23 January 2025