Modern Slavery & Human Trafficking Statement

Date:	**March 2026**
Owner:	**James Turner – Chief Executive Officer**
Sector:	**Travel Management Service - ALL**

Introduction
Calder Conferences and World of Travel assists companies make the most of what they spend on business travel and associated services. We give travellers innovative tools that keep them safe and productive and help them make good choices on the road. We partner with travel and procurement leaders to simplify the complexities of business travel, drive savings and satisfaction, and move whole companies toward their goals. In short, we help our clients travel smart and achieve more. We recognise that we have obligations to uphold the highest ethics in our employees' and in our business' activities. We have a zero-tolerance approach to slavery, servitude, forced labour and human trafficking within our operations and our supply chain. We accept that all members of our operations and supply chain must be alert to the risks of modern slavery, however small, and be able to act upon them.

Our business and supply chain
Due to the nature of our business, we are at low risk of employing victims of child labour, forced labour, modern slavery or human trafficking in our own operations. We adhere to UK labour laws and pay our employees at least the legal minimum living wage. We perform all due diligence within the hiring process and we ensure any contractors we are planning to engage are also compliant. We train our people to be alert to any behaviour that could resemble forced labour, child labour or human trafficking activity and to highlight and safely report any such instances; this training is compulsory.

We expect all employees to report any concerns using the appropriate channels. Management is required to immediately and effectively act upon them. This is supported by our Code of Conduct and Non-Compliance Reporting policy.

Our business depends on a reliable, global network of service providers. The majority of our direct suppliers are UK based companies providing technology and professional services that we have identified as low-risk sectors. Indirect suppliers in the travel industry, such as airlines and hotels, are in a higher risk category.

We seek business relationships that are built on trust, respect and shared values. We only select suppliers who meet our business and commercial requirements and who demonstrate responsible business practices based on ethical, environmental and social criteria.

Our commitment to human rights is based on principles of leading standards and conventions and covers our operational scope. All suppliers are expected to share a common commitment to:
• Conduct business in an ethical manner and abide by all legal and regulatory requirements and other requirements included in our Supplier Code of Conduct.

A policy and process-driven approach ensures compliance with these standards and demonstrates continual improvement

Policies and contractual controls
As new sustainability legislation is implemented, and stakeholder requirements evolve across the supply chain, the importance of integrating ethical and social best practices across procurement processes continues to increase.

We recognise that all positive action around preventing, identifying and minimising instances of modern slavery must start with clear policies, guidelines and controls. This is why we clearly outline our expectations of the standards we require from our suppliers and partners in our Supplier Code of Conduct. Ethically conducting business and abiding by all legal and regulatory requirements are important components of this shared commitment. We continue to increase the number of global suppliers who have signed our Supplier Code of Conduct and encourage them to promote our shared values of sustainable procurement within their own supply chain.

We ensure our Supplier Code of Conduct is aligned with the latest ethical business legislation. Recently we included an additional clause outlining how suppliers can report any potential violations of the Supplier Code of Conduct, committed either by their own employees or representatives, or by any of our Travel's employees or representatives. This amendment ensures compliance with the new EU Whistleblowing Protection Directive and provides a regulated channel through which any instances of suspected modern slavery can be reported. Our 'Don't Keep Quiet' system offers our employees and suppliers the opportunity to anonymously report any incidents. A compliance email account is also monitored by our internal audit and compliance functions. All reported incidents are investigated, and the results are reviewed by our Chief Executive Officer who has ultimate responsibility for compliance.

Due diligence of modern slavery risks within our supply chain
Our sustainable procurement initiatives incorporate several processes to assess supplier compliance and sustainable practices within our supply chain of direct suppliers. As outlined earlier in this statement, we consider our risk of modern slavery, human trafficking and child or forced labour within our operations and direct supply chain to be low.

While this is the case, we recognise that certain services and processes within the wider travel industry are used by human trafficking organisations to facilitate their crimes. We are positioned to enhance education and awareness across our industry as part of the solution to modern slavery. This is a primary focus for us in our partnership work to prevent modern slavery. We provide further details on our initiatives in this area later in this statement.

As part of our supplier due diligence process, we carry out annual desktop assessments of our direct suppliers to assess risk in the areas of environment, business ethics, labour standards, human rights and modern slavery. In 2023/4 we assessed 100 percent of our top 30 suppliers on extended criteria, including modern slavery.

As a minimum, our suppliers are strongly encouraged to:
• Comply with our zero-tolerance stance regarding human slavery, human trafficking and the sexual exploitation of children.
• Apply the highest standards of integrity in all business interactions with us.
• Respect workers' human rights and comply fully with all applicable laws.
• Promote our Supplier Code of Conduct within their own supply chain

Training and awareness
Our mission is to create internal and external awareness of human trafficking by educating on the vulnerabilities, such as low self-esteem or homelessness, signs to look for and where to report if human trafficking is suspected.

In March 2022 we launched our Human Trafficking Committee intranet hub – a key step in our education and awareness plan. The hub is split into sections that address why we participate, any current news, tools available to clients and employees, our key partnerships and how employees can get involved.

Our why – As an extension of our training, this part of the hub helps our employees understand how the travel industry is uniquely positioned to drive education and awareness, as traffickers use air travel and hotels to support their crimes. It also introduces the committee, so employees know who to contact for further action and advocacy.

Tools our employees and clients can use – This includes presentations, resource links to our professional bodies and supporting organisations.

Get involved – This section guides our employees on the part they can play in helping to raise awareness, including any upcoming events for their calendar.

In summary - effectiveness in preventing modern slavery
We have identified that enhancing education and awareness around modern slavery is where our organisation is able to make the most impact. We also recognise that there will continue to be modern slavery risks. To mitigate these risks in our business, as well as support our objectives for education and awareness, we will continue to identify, adopt and implement best practices in the following areas in the year ahead:
• Continue to raise staff awareness levels through mandated training and opportunities to participate in wider industry events.
• Continue to focus on education and awareness driven by our Human Trafficking Committee.
• Continue with investigations into any reports of modern slavery and remedial actions taken in response.

This statement has been approved by James Turner, Director, for the financial year ending 28th February 2026.

This statement is reviewed and updated every year.