

THE DESTINATIONS GROUP

Modern Slavery Statement for the Financial Year ending 31 January 2024

1. Introduction

'Modern slavery' constitutes a crime encompassing slavery, servitude, forced or compulsory labour, and human trafficking. This statement pertains to the following brands within the group (hereafter referred to as the "Group"):

- The Destinations Group Limited t/a The Destinations Group
- The Destinations Group Limited t/a Kosmar
- The Destinations Group Limited t/a Destinations Desired
- The Destinations Group Limited t/a Just Golf Holidays
- The Destinations Group Limited t/a Cruise Exclusive
- The Destinations Group Limited t/a Travelix

The Group adopts a zero-tolerance stance towards any form of modern slavery. We are dedicated to conducting ourselves with integrity and transparency to aid in the eradication of modern slavery within our business and supply chain. This statement details the measures we have and continue to undertake during the financial year to combat modern slavery.

2. Our Business & Our Supply Chain

The Destinations Group Limited, a rapidly expanding leading retailer of holidays, functions as an agent facilitating holiday bookings for customers. The Group operates in the United Kingdom.

The Group employs individuals, based at its HQ in Sheffield and includes a small number of home-based employees and contractors.

In arranging holidays, the Group's trading companies solely act as agents, with customers directly contracting with their chosen suppliers for flights, hotels, and/or transfers. For flights, the Group typically represents the consumer, except in cases of specific agency agreements with airlines. For hotels and transfers, the Group holds contracts with suppliers, enabling it to sell these services to customers as an agent for the supplier. For holidays sold post-1 July 2018, classified as 'packages', the Group functions as a "package organiser" and is responsible for ensuring the package holiday is effectively executed by the customer's suppliers, despite acting as an agent.

3. Our Policies

The Group has implemented several policies and procedures to guarantee ethical and transparent business conduct. These include:

- Anti-Bribery and Corruption Policy – provides guidance on identifying and combating bribery and corruption.
- Anti-Slavery Policy – defines our position on modern slavery and how to identify and report it.
- Recruitment – includes checks to confirm eligibility for legal employment in the UK.
- Whistleblowing Policy – encourages employees to report wrongful treatment or practices within our business or supply chain, including potential acts of modern slavery.

We promote openness and support those who raise legitimate concerns under these policies.

THE DESTINATIONS GROUP

Modern Slavery Statement for the Financial Year ending 31 January 2024 (continued)

4. Our Suppliers

The Group operates more as a travel agent than a tour operator. Suppliers deliver holiday elements directly to customers, not the Group. As a responsible agent, we ensure our supplier contracts, where feasible, include clauses mandating compliance with all relevant laws and regulations. Our standard contracts specifically reference compliance with labour laws and employee welfare standards. In our due diligence for new suppliers, we include questions about their adherence to labour laws, employee welfare, and steps taken against modern slavery. Should we become aware of any modern slavery incidents, we would immediately terminate our relationship with the concerned supplier.

The Group will persist in assessing and mitigating potential risks in our supply chains and refrain from knowingly engaging with anyone involved in modern slavery practices.

5. Training

All new employees and contractors (including franchisees) receive information about our policies during their induction. Additional training is provided to management, HR, and our supply and contracting teams to enable them to recognise signs of modern slavery, understand reporting procedures, and ensure compliance with our policies.

6. Our Performance Indicators

We encourage vigilance among our employees and suppliers and will continue to evaluate the effectiveness of our actions in combating modern slavery throughout our business and supply chain.

7. Approval of This Statement

This statement, made in accordance with section 54 of the Modern Slavery Act 2015, has received the approval of the Group's board of directors, who will review and update it annually.

This statement was approved by the Board of Directors on:

Signed on behalf of the Group



Jhy Worsnop-Hesford, Managing Director, 1 February 2024