

Modern Slavery Act Statement by TravelPerk

Who we are

TravelPerk S.L.U., along with its parent and affiliate companies (hereinafter, “**TravelPerk**”), is a multinational group devoted to making business travellers happy.

TravelPerk, which started operating in 2015, is a fast-growing startup that offers a Software as a Service (“SaaS”) to book business travel. We operate with travel services providers (flights, trains, rental cars, and accommodation) for the benefit of our customers, corporate businesses. TravelPerk is also served by tech providers who contribute technology to TravelPerk’s state-of-the-art services. TravelPerk operates online with a global reach and is open to the world and empathetic to different cultures and perspectives.

TravelPerk is strongly committed to ethical practices. This statement sets out the steps TravelPerk has taken to prevent acts of modern slavery and human trafficking from occurring in its business and supply chain during the financial year ending 31 December 2019.

Organisational Structure

TravelPerk S.L.U. is a wholly owned subsidiary of TravelPerk, Inc and has subsidiaries in UK and Germany (TravelPerk, GmbH and TravelPerk, Ltd) as well as an affiliate company, TravelPerk US, Inc.

TravelPerk is headquartered in Spain, with regional offices in the United Kingdom, Germany, and the United States and operates online with global reach.

The group is composed of a highly talented team composed of more than 500 employees.

Our commitment to ethics

TravelPerk is committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business.

TravelPerk only outsources a small part of its supply chain in respect of customer care services to some companies in the Philippines. All of these companies have to accept our "Code of Suppliers", which clearly puts forth the supplier’s requirements and obligations to (amongst others) promote fair working conditions, wages and benefits to their employees.

TravelPerk deals with its suppliers and providers at arm’s-length. To ensure those in our supply chain and contractors comply with our values and ethics all our outsourcing providers are subject to the TravelPerk Supplier Code of Conduct which reflects our commitment to acting ethically and with integrity in all our business relationships. Under such Code, suppliers commit to respect human rights by treating workers with dignity & respect, not discriminating in their hiring or employment practices, prohibiting the use of child labour, providing a safe and fair working environment and compliance with all local laws. Contractual agreements with outsourcing companies also contain provisions requiring compliance with applicable laws and regulations.

In 2019 TravelPerk, labour law experts joined our human resources team. We have also created an in-house legal team. This team is also closely aligned with TravelPerk's Information Security Team.

TravelPerk also has a Code of Conduct applicable to all its employees. The Code sets out guidelines about expected behaviours by our employees and compliance with applicable laws, as well as providing a process for employees to raise concerns/ complaints.

Due diligence processes for modern slavery and human trafficking

As part of our initiative to identify and mitigate risk the TravelPerk leadership team has personally visited our outsourcing suppliers' premises to verify labour conditions.

TravelPerk believes in dialogue to assess the respect to human rights found in its supply chain and to foster long term relationships to the benefit of trust and productivity.

Future steps

TravelPerk intends to launch a whistleblowing channel for its employees during 2020. The aim of the channel will be to ensure that TravelPerk's employees are fully aware that they should report suspicions or concerns about any wrongdoing, unethical practice or illegal acts on the part of any employee or supplier of TravelPerk and be assured that information received will be treated seriously, in line with best practice and applicable law, and as far as possible confidentially.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year end 31 December 2019.

Name: Abraham Meir

Job: CEO

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Abraham Meir
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TravelPerk, S.L.U.

Date: June 3, 2020

Approved by TravelPerk, Inc Board of Directors on June 3, 2020