

# Modern Slavery Act 2015 Compliance Statement for 2018

attractionworld

This statement covers the financial year ending 31 October 2018 for Attraction World Holdings Limited and Attraction World Limited.

Modern slavery is a crime consisting of slavery, servitude, and compulsory and forced labour and human trafficking. All forms of modern slavery are a violation of fundamental human rights and have a devastating and depriving effect on a person's individual rights in return for exploiting the individual for personal or commercial gain.

Attraction World Limited has a zero tolerance approach to any form of modern slavery and continuously works to ensure that our systems and controls are effective in safeguarding all members of our organisation from any form of modern slavery.

We understand the potential for risk in our supply chain which includes the possibility of modern slavery.

We are committed to continuously improving our practices to combat slavery and human trafficking and are proud of the steps we have taken which include the introduction of our Anti-Slavery, Anti -Modern Slavery and Anti-Human Trafficking Policy.

We encourage and expect all of our staff, suppliers and distributors to report concerns and management are expected to act upon them.

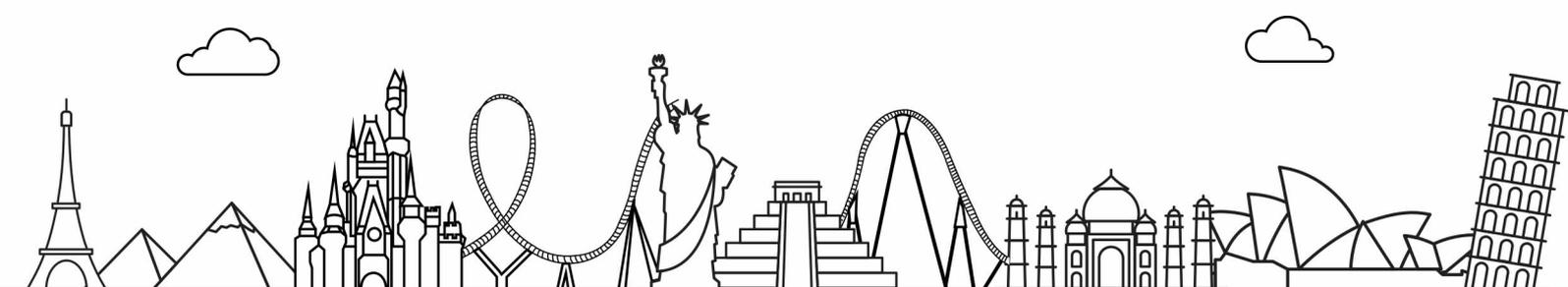
## Our Supply Chains

Attraction World are one of the world's leading theme park and attraction ticket specialists. We supply product to many of the world's leading travel brands.

Over many years we have developed a broad network of suppliers reaching across the USA, UK, Europe and many other countries around the World. We carefully select the attractions we promote and sell tickets for and conduct due diligence on all suppliers before approving to sell their attraction tickets or use their services or products.

As part of our agreements with all of our suppliers, they are required to confirm that all parts of their operations meet the standards of our policy or adhere to their own policy which is of a similar standard.

We recognise the importance of us taking a more proactive role in making our supply chain more transparent, including attending facilities where possible and having more regular contact with our key contacts within the suppliers.



## **Our Distributor Network**

Having developed fantastic relationships with attractions globally, we are keen to understand their operations and approach to issues including modern slavery and human trafficking and to encourage a uniformed and consistent approach across all areas of the business. We recognise the challenges of working across many legal jurisdictions and practices and are dedicated to improving our transparency and communication channels.

## **Our Policies on Slavery and Human Trafficking**

This year we have updated and introduced a number of our internal policies to ensure that we are operating in an ethical and transparent manner. All of our policies set out our stance and have been shared internally across our company, group companies and subsidiaries.

Our existing supplier and distributor contracts require compliance with such standards, and include our approach to tackling modern slavery:

1. Our Anti-Slavery, Modern Slavery and Human Trafficking Policy sets out our zero-tolerance stance on modern slavery and human trafficking and provides guidance to our employees on identifying and reporting instances.
2. Our Recruitment Policy outlines our approach to safeguarding all employees against human trafficking and/or slavery.
3. Our Whistleblowing Policy provides information and encouragement to our employees so that concerns can be raised about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

## **Due Diligence**

We are committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains. We fully expect the same high standards from our suppliers. Whilst the Group does not currently deal with high risk suppliers, in the event this were to change, we would ask them to comply with our standards by asking them to complete our Modern Slavery Supplier Questionnaire.

## **Risk assessment**

We encourage employees and other parties to raise concerns about any issue or suspicion of modern slavery. Employees are also encouraged to report modern slavery issues or concerns in accordance with the Group's Whistleblowing policies without fear of reprisal or retribution.



## **Training**

We have provided training on the Modern Slavery Act 2015 and its requirements to our product sourcing teams as this function is most directly involved with suppliers. We will now consider providing training to other areas of the business.

## **Our effectiveness in combating Slavery and Human Trafficking**

We annually review the effectiveness of our policies and steps that we have implemented to ensure that no element of slavery and/or human trafficking is taking place within our business or its supply chain. We will consider:

- The number of reports received from employees, the public, or law enforcement agencies which have identified modern slavery practices; and
- The awareness and understanding of modern slavery across the business, its supply chain and distributor network.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our organisation's slavery and human trafficking statement for the current financial year.

Board Approval

This statement has been approved by the Group's board of directors and non-executive directors.

**Paul Stobbs**  
**Chief Executive Officer**

28 February 2019

