

## Modern Slavery Statement

### Effective Date Feb 2019 - Second Statement

Elegant Resorts is committed to ensuring that every part of its operation is carried out professionally in accordance with best practice and legislation. The UK Modern Slavery Act 2015 (the 'Act') requires business to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains. We are fully committed to playing our part in eradicating modern slavery.

This statement sets out the steps we have taken during the financial year ending 31st December 2018

### About Elegant Resorts

Founded in 1988 we are a luxury tour operator employing over 100 people who are based in Chester, UK, providing tailor-made luxury holidays to the finest hotels in the world, complemented by the highest standards of client service and travel.

We deal with a wide range of things, from hotel bookings and airline seats, to cruises as well as day to day operational items from key suppliers.

Elegant Resorts is leading the way in championing responsible travel through its partnership with Positive Luxury, which sees it display The Butterfly Mark alongside awarded resorts. Positive Luxury connects luxury lifestyle brands with a global audience of people that care, awarding The Butterfly Mark to resorts according to their social and environmental framework, governance and philanthropy – helping people discover brands to trust. The Butterfly Mark is recognised as a guarantee of commitment to sustainability.

### Our Policies

Our Sound Sourcing code sets out our commitment to conduct our business and relationships with integrity and to ensure that slavery and human trafficking is not taking place in our supply chains. The Code sets out requirements on human and labour rights and we want to ensure that our suppliers understand and collaborate with us to adhere to the code.

We believe that by working with our suppliers we can ensure environmentally and socially sustainable supply chains are maintained.

We intend to work closely with our suppliers to ensure compliance and ensure that we have systems in place to:

- Identify and assess risk in our supply chains
- Mitigate the risk of slavery and human trafficking in our supply chains
- Protect whistle-blowers

## **Training**

Both our Modern Slavery Statement and our Whistleblowing Policy are communicated throughout our organisation regularly, and are used as the basis for our employees to be able to detect and prevent acts of modern slavery. These policies are also now part of our corporate induction process for new employees.

In addition, we will create and distribute training material for delivery to all employees to ensure a consistent, high level of awareness and understanding is achieved. By 31 December 2019, we aim for all employees to have completed this training.

## **Our effectiveness in combatting slavery and human trafficking**

We will use the following to measure how effective we have been to ensure that slavery and human trafficking is not taking place in our business or supply chains.

- Completion of spot-checks and supplier site visits by managers
- Monitoring of payroll and labour systems
- Communication and personal contact with our supply chain to ensure their understanding of and compliance with our expectations
- Training and ongoing awareness for our own employees

*Signed*



Lisa Fitzell

MD

February 2019