



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT TOP DECK TOURS LIMITED**

### **Introduction**

This statement sets out the steps that Top Deck Tours Limited (“Topdeck”) has taken in the prior financial year to prevent modern slavery and human trafficking in its business and supply chains.

Modern slavery is an overarching term encompassing forced labour, child labour, domestic servitude, bonded labour and human trafficking. The International Labour Organisation estimates that there are 24.9 million people in forced labour across the world. We recognise that no industry is immune to this shocking reality.

### **Our business**

Topdeck is part of the Flight Centre Travel Group, one of the world’s largest travel agency groups. The Group has operations in 23 countries and a corporate travel management network that spans more than 90 countries. It employs more than 19,000 people globally and has a total of 2800 businesses.

Topdeck’s purpose is “to inspire young people through life changing travel experiences”. We work closely with a pool of preferred suppliers to develop and promote responsible and sustainable holiday and travel options. Our business and our supply chains includes hotel and accommodation providers, restaurants, attractions, airlines, and coach operators – and, in turn, all suppliers to these sectors.

We have adopted a risk-based approach to the assessment of our business and supply chains, which has involved taking geographical and functional factors into account in order to identify categories of supply that may present a higher risk of modern slavery.

### **Our values**

We remain committed to responsible and sustainable travel and tourism, including the identification and prevention of all forms of modern slavery in our business and supply chains. Our people have a shared commitment to maintain the highest standards of personal and professional ethics, to comply with all relevant laws and regulations and to personify and represent Topdeck’s values in everything we do.

### **The steps we’ve taken**

- Topdeck, through the Flight Centre Travel Group, has set up formal structures and procedures to underpin its corporate social responsibility platform. The Group proudly supports and advocates responsible travel, positive diversity practices, empowered giving, and conservation of natural resources and sustainability. The Group is also a contributing member of the United Nations Global Compact (UNGC). The UNGC initiative was created to encourage businesses worldwide to adopt sustainable and socially responsible policies and practices. To learn more about our progress on the delivery of our commitments to the UNGC, please see our first [Communication On Progress](#) lodged, May 2018.

- The Group has also harnessed all its global corporate social responsibility activities into one program – FCTG Brighter Futures. Please see [fctgl.com/about-us/corporate-social-responsibility/](http://fctgl.com/about-us/corporate-social-responsibility/) to see how the Group’s people are building brighter futures where they work, live and travel.
- Employee Handbook – all employees are required to read and comply with Topdeck’s Employee Handbook, which includes a description of modern slavery and human trafficking and which highlights key risk areas that employees are encouraged to monitor for signs of human rights violations.
- Supplier commitments – Topdeck will not conduct business knowingly with anyone engaged in modern slavery or human trafficking or knowingly permit such conduct to be carried out in any of its supply chains. Our supplier contracts include anti-slavery and anti-human trafficking provisions to reflect this zero-tolerance position.

We will continue to review, develop and promote our policies and practices to identify and mitigate risk areas for modern slavery and human trafficking in our business and supply chains.

### **Awareness and reporting**

We aim to make sure that our employees, subcontractors and suppliers understand Topdeck’s commitment to human rights and are able to identify and report indications of exploitation. In our Employee Handbook, employees are encouraged to raise any concerns they might have in relation to the treatment and working conditions of any person in our business or supply chains. Topdeck also operates a whistle blower resource to confidentially report issues.

We will continue our work in this area through internal training and external communication.

### **Endorsement**

This statement has been published pursuant to section 54 of the Modern Slavery Act 2015 (UK) for the financial year ending 30 June 2018.



*Janine Salame  
Managing Director  
Top Deck Travel Limited*

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