

Modern slavery is a hidden, growing, yet heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Endeavours Adventures, we recognise that there may be exploitation in any and all business supply chains, but are driven and fully committed to reducing and raising awareness around modern slavery and human trafficking in our operation and supply chain as much as is reasonably possible. Having undertaken concrete steps to tackle modern slavery, as shall be outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business and to implement steps which aim to prevent slavery and human trafficking during the financial year 2023-24.

## Our business and supply chains

Endeavours Adventures is a global operator of charity and adventure challenges that works with a vast range of third-party partners and suppliers, including guides, hotels, and in-country travel providers, many of which are based in rural or less economically developed nations and communities. We recognise that these factors, alongside the nature of our business, means we are more likely to be exposed to the crime of modern slavery both directly and indirectly, thus feel it is necessary to ensure we do all we can to highlight and educate our staff and suppliers as to how it can be found and prevented.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references where possible.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, we would seek to remediate the situation through transparency and open communication, working with an authority in this area such as the Modern Slavery Helpline (08000 121 700) if necessary and aiming to make quick, effective action to stop the supplier from continuing to practise human trafficking/ slavery in their operations. Failing this, we would look to escalate the situation including, but not limited to, no longer working with that supplier, or informing the local law enforcement.

## Risk assessment

In the past year, we conducted a risk assessment of our supply chain by taking into account:

- The risk profile of individual countries based on the Global Slavery Index
- The business services rendered by the suppliers
- The presence of vulnerable demographic groups
- A news analysis and the insights of labour and human rights groups

This assessment will determine our response and the risk controls that we implement, for example, in countries high on the Global Slavery Index that we operate in, we shall offer

## Policies

Endeavours Adventures operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, participants and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation to a senior manager through [team@endeavoursadventures.com](mailto:team@endeavoursadventures.com)
- Code of Conduct - our code encourages employees to do the right thing whilst working by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- Purchasing Code - we have updated our Purchasing Code and supplier contracts to make explicit reference to combatting slavery and human trafficking.

## Supplier due diligence

Endeavours Adventures conducts due diligence on all new suppliers during on-boarding and on existing suppliers at annual intervals This includes:

- Assessing risks in the provision of particular services, including guiding, hostel and hotel accommodation and portering
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts
- Requiring improvements to substandard employment practices
- Sanctioning suppliers that fail to improve their performance in line with our requirements

We require all suppliers to attest in a written format prior to working with us each year that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

## Awareness

Endeavours Adventures raises awareness of modern slavery issues by sending an annual email that is focused specifically on modern slavery to all our staff and participants, which explains:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

## Measuring how we're performing

Endeavours Adventures has defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- How many suppliers have filled out our ethics questionnaire?

- How many reports have been made by our employees or participants?
- The number of staff, employees and challenge leaders attending Modern Slavery training courses

This statement covers 01 Oct 2023 to 30 Sept 2024 and has been approved by the Directors of Endeavours Adventures on 01 Oct 2023, and reviewed by Unseen UK, one of the UK's leading anti-modern slavery charities.

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