



# Modern Slavery Statement

*This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Carrier Ltd's slavery and human trafficking statement for the financial year ending 31 December 2020.*

## ABOUT US

Carrier Ltd. is one of five specialist companies operating independently within the DER Touristik UK group. Carrier is both a tour operator and has a retail outlet. For over 35 years, we have designed tailor-made holidays around the world and have firmly established a reputation as one of the leaders in the luxury travel market. We work with numerous suppliers including hotel partners, destination management companies and airlines. Carrier is committed to act with integrity in all our business dealings, to be a responsible business that treats all people with dignity and respect.

## POLICIES AND PROCEDURES

We do not tolerate any form of slavery or human trafficking in our operations and supply chain and outlined below is our commitment to ensuring they have no place in our business.

To ensure all those in our supply chain and contractors comply with our values, we have a supplier code of conduct. This states that there should be no form of forced labour or violation of basic human rights, that they provide a safe and hygienic working environment, wages must meet or exceed legal minimum and/or industry standards with no illegal or unauthorised deductions from wages, working hours of employees must be in line with legal and/or industry requirements and that they do not allow or tolerate any child prostitution at premises and facilities.

Carrier works closely with its hotels and ground agent partners to make them aware of the Carrier code of conduct and encourages them to do their utmost to ensure compliance with anti-slavery and human trafficking measures.

The senior management team at Carrier will not hesitate to take action if any supplier is in breach of the code of conduct, which will include removing hotels, tours or attractions from sale and/or reporting them to the relevant authorities.

Our working practices respect and uphold human rights for our employees, suppliers and business partners. Carrier provides all staff with ethical behaviour guidelines for all within the Der Touristik UK group. We expect all staff to maintain high standards in accordance with the set ethical values and to report any wrongdoing that falls short of these fundamental principles.

*Approved by Managing Director, Mark Duguid on behalf of Carrier Ltd. – April 2021*