

THE COLLINSON GROUP LIMITED 2022-2023

Anti-slavery and Human Trafficking Statement

WELCOME

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by The Collinson Group Limited (“TCG” or “Collinson”) during the year ending 30th April 2023 to combat modern slavery and human trafficking in our business and our supply chain.

Collinson has a proud history of acting ethically and with purpose, standing for more than just making money, and striving to be a business our people are proud to work for and our clients want to work with.

We are guided by established standards on human rights and modern slavery and have corporate governance structures in place to ensure compliance. We expect our suppliers to share our same commitment and require our suppliers to sign up to our Expectations for Ethical Supply.

This statement is produced in a period where our business is managing recovery of global travel from the effects of the Covid-19 pandemic. We are also operating through challenges such as the termination of our operations in Russia following its invasion of Ukraine, and prevailing economic challenges, such as hyperinflation and recession.

Given our business operations, we believe our exposure to the risks associated with modern slavery to be low, however we acknowledge the importance of transparency in sustainable business and produce this Modern Slavery Statement within this context.

This is our 6th statement made under the Act. Our previous statements can be found alongside this statement.

INTRODUCTION >

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OUR ORGANISATION

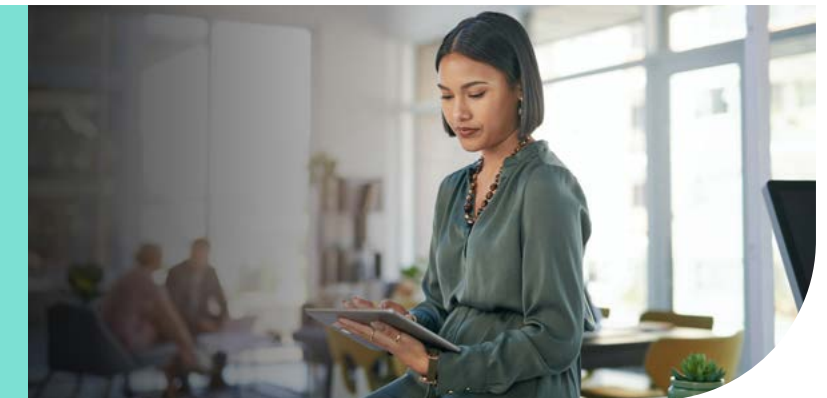
[Our Structure >](#)

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OUR SUPPLY CHAIN >

We rely on a global network of partners and suppliers to help us deliver our innovative and customer focused solutions.



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INTRODUCTION

The Modern Slavery Act 2015 requires commercial organisations supplying goods or services with a turnover above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'. The Statement must set out the steps an organisation has taken during its financial year to prevent slavery or human trafficking.

Collinson fully supports the UK Modern Slavery Act and will not tolerate any form of slavery. As an ethically driven company, Collinson respects the human rights of all those who work for us directly and on our behalf. We will not accept any violation of these rights in any form, particularly in relation to human trafficking and slavery, and we actively work to ensure suppliers and partners operate in accordance with the same belief and rigour.

This statement sets out our approach to managing modern slavery risks throughout our internal operations and our supply chains. It relates to the actions and activities undertaken across Collinson, irrespective of the turnover of each entity.

Our Organisation

OUR STRUCTURE

TCG is a holding company focused on owning and operating businesses that compete primarily in the travel benefits and airport services sectors. TCG is domiciled in the United Kingdom, with its corporate headquarters in London, England. TCG and its subsidiary undertakings (together referred to as the “operating businesses”) currently operate through five main intermediate holding companies:

COLLINSON INTERNATIONAL LTD

The lion’s share of our global business and includes the Travel Experiences and Loyalty divisions along with our Central operations.

COLLINSON INVESTMENTS LTD

The arm of Collinson that focuses on strategic investments and partnerships, primarily in cutting edge technology and experiences associated with the travel sector.

COLLINSON INSURANCE HOLDINGS LTD

The holding company for our Insurance and Assistance business.

AIRPORT DIMENSIONS HOLDINGS LTD

Our Airport Dimensions business which designs and operates airport lounges and wider experiences globally.

VALUEDYNAMX HOLDINGS LTD

A global provider of curated data-driven omni-channel purchase rewards.

The operating businesses, primarily managed on a decentralised basis with a select number of shared functions, operate in over 15 global locations to deliver market leading airport experiences, loyalty and customer engagement, and insurance solutions. More than just ourselves, we rely on a network of over 2500 suppliers and partners, and our Priority Pass network spans over 1,400 lounges and travel experiences in over 650 airports in 148 countries.





OUR PEOPLE AND VALUES

As a family-owned and operated business, Collinson firmly believes in the importance of family, and we strive to make our company a great place to work, supporting our colleagues when times are good and when things get tough.

We are committed to fostering an inclusive environment for all our people and to ensuring that we maintain a diverse workforce. We consider our partners and suppliers as our extended family, and seek to build strong, trusting relationships. Our Code of Conduct details the standards we set for how we go about our work and the minimum expectations required of us as we interact with our colleagues, clients, partners, and stakeholders.

We have a number of policies in place to address human rights aspects such as working conditions, remuneration, and support of diversity, inclusion, and equity. This year we launched our Family Matters programme – our way to support colleagues wherever they are on life’s journey and to foster an inclusive family culture. This saw the launch of a suite of new policies covering key areas, including fertility support, parental leave, pregnancy and baby loss, bereavement of a child, compassionate leave, mental health and wellbeing, sabbatical leave and armed forces reservist leave.

In FY23 we were also delighted to welcome our first intake of graduates from a new partnership with Shadow Careers, an organisation that supports training and career opportunities for unemployed youth in South Africa. Thanks to this partnership, 20 young people have been permanently employed with Collinson and in many cases become the main source of income for their families. These opportunities allow young people to build long term and sustainable career paths reducing the risk of exposure to human trafficking or human slavery.



OUR CHARITABLE PARTNERSHIPS

Our community programmes mobilise our ecosystem to drive positive change in the communities we live and work in. We believe inequality and a lack of education are key factors that can drive modern slavery and human trafficking. At Collinson we are passionate about empowering young people from disadvantaged communities, and we seek to equip them and their families with the education and skill set to find sustainable employment and thrive.

Charitable giving and volunteering have always played important roles at Collinson, and we believe that we can indirectly reduce the risks of modern slavery and human trafficking through our charitable partnerships and by encouraging our people to support charities in their communities globally. Employees have the autonomy to fundraise and volunteer for the causes they care most about, and we provide the resources and support needed to maximise the impact they have.

Our ESG report further details our progress throughout the year within our charitable partnerships and volunteering and is published on our website.





Our Supply Chain

We rely on a global network of partners and suppliers to help us deliver our innovative and customer focused solutions. We expect that our partners and suppliers work with integrity and maintain robust standards of governance, seeking to avoid any decisions that may have a negative societal impact. In FY23, we updated our Expectations for Ethical Supply, and we will be asking new and renewal suppliers to sign up to them during FY24 as they are the guiding principles that shape our relationships.

We have also ensured that our procurement team is trained on sustainable procurement while sustainable procurement objectives are also integrated into our buyers' performance reviews.

Our Policies

Our policies clearly set out our company standards. Alongside our Expectations for Ethical Supply, the Collinson Code, our company wide internal code of conduct, forms the overarching reference point for our behavioural expectations. We operate a confidential Whistleblowing Policy and system to allow anyone to call out behaviour that does not align with the Collinson Code, and our shared values.



Due Diligence

Our risk management framework enables us to identify, assess, manage, and control key risks to the business including those related to slavery and human trafficking across the organisation. Our centralised risk team oversees an enterprise risk management framework and reports directly to the Risk Committee. Through our recruitment, training and appraisal processes we aim to employ staff with high ethical and professional standards. All new employees undergo a vigorous verification process. We ensure that they have the right to work through document checks, proof of ID and investigation into duplicate bank accounts. We also employ structured due diligence processes when onboarding new suppliers to explore areas of relevant risk.

Key Performance Indicators

To date, Collinson have had 0 reported incidences of Modern Slavery or Human Trafficking.

In our next financial year, we will be looking to build on our progress by:

- **Working to enhance our coursing, vetting, contracting and supplier management, to ensure that we drive positive change throughout our value chains.**
- **Improving our data points in relation to diverse supply key statistics.**



About this statement

This statement is made with respect to the financial year ended 30th April 2023 in accordance with s54(1) of the Modern Slavery Act 2015. This statement applies to The Collinson Group Limited, Collinson International Limited, Lounge Key Ltd, Priority Pass Inc, Priority Pass Ltd, Astrenska Insurance Ltd, Collinson Insurance Europe Ltd and Collinson Assistance Services Ltd (each a “Collinson Company”) and has been approved by the Board of Directors of The Collinson Group Limited on behalf of each other Collinson Company. The statement will be reviewed and updated (if necessary) annually to reflect Collinson’s ongoing commitment to ensure its business and supply chain are free from slavery and human trafficking. This statement is signed by a director of The Collinson Group Limited, the holding company of the group.

David Evans

Collinson Group Limited

16th November 2023



