

Modern Slavery Statement

Introduction

This statement applies to Cosmos Tours Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year ending December 2025.

Our Business

Cosmos Tours Limited is part of the worldwide Globus family of brands. The Globus family of brands provides a variety of products that address the needs of today's diverse traveller. With Globus, Cosmos and Avalon Waterways, our customers get unmatched value, world-class customer service, and vacation experiences full of discovery and local insight. Through our fully escorted first-class and value tours, independent packages, and river and small-ship cruises, we help travellers experience the best of the world on unique itineraries throughout Europe, North America, South America, Asia, Africa, and the South Pacific.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

Our supply chains

Our supply chains include:

Overseas suppliers including hotels, transport companies and destination management companies worldwide.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited.

Due diligence processes

As part of its due diligence, the Organisation will assert its policy to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains and will regularly monitor its supply chain to identify if any breach of its policy occurs.

Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

The Organisation is prepared to conduct an investigation if any business partner in its supply chain is suspected to have involved itself with modern slavery and to immediately cease to do business if no contrary evidences are given to the Organisation.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. We will endeavour to ensure all those in our supply chain and contractors comply with the values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations.

Training

To ensure the required level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we will provide relevant training to our staff as required.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and constitutes our organisation's slavery and human trafficking statement for the financial year ending 31 December 2025 and was approved by the Board of Directors of Cosmos Tours Ltd.

A handwritten signature in black ink that reads "Lesley Taylor". The signature is written in a cursive, flowing style.

Signed:

Print name: Lesley Taylor

Job Title: UK Managing Director at Globus, Cosmos and Avalon Waterways

Date: 1 January 2026