

Modern Day Slavery Statement for Big Bus Tours

Big Bus Tours is the largest global operator of open-top sightseeing buses, operating in cities across four continents, with its head office based in London. Each of our operating companies is a wholly owned subsidiaries, all working under the same operating banner of Big Bus Tours. Together, we carry 5 million customers per annum and employ over 1200 staff.

Modern slavery, including human trafficking, forced labour, and other forms of exploitation, is a violation of fundamental human rights. Big Bus Tours is committed to ensuring that modern slavery has no place in our operations or supply chain. As a global company, we actively work to minimize the risk of modern slavery and human trafficking within our business and its network. This statement outlines our approach for the financial year 2025.

Big Bus Tours operates in major cities worldwide as a leading provider of sightseeing services. Our supply chains primarily consist of vehicle manufacturers, sightseeing equipment suppliers, and engineering component manufacturers. We recognise the importance of responsible business practices and are committed to ensuring that our suppliers uphold the same ethical standards.

To identify and mitigate risks, we prefer to secure purchases through reputable large mainstream manufacturers, with long standing relationships with businesses that have the same ethical outlook as ourselves, and we will seek their confirmation of the existence of Anti- Modern Day Slavery policies.

To further our commitment to combatting modern slavery, we have implemented the following Key internal policies for our employees:

- **Modern Slavery Awareness Training:** We make appropriate training available to our employees, equipping them with the knowledge to recognize potential risks of modern slavery, identify warning signs and report concerns.
- **Whistleblowing Policy:** We encourage employees to report any concerns related to modern slavery through our confidential incident and whistleblowing hotline and we ensure that no retaliation occurs against individuals who raise concerns. The hotline is operated by an independent, external company, ensuring impartiality.

Summary

Big Bus Tours recognizes its responsibility to prevent modern slavery and remain committed to minimizing risks through pragmatic policies, appropriate assessments, and strong relationships with suppliers. This statement covers the financial year ending 2025 and has been approved by our Board of Directors.

Board of Directors,

27th September 2024