

Modern Slavery Statement

Introduction

This is the Modern Slavery Statement of Brightsun Travel Limited.

At Brightsun Travel, we are committed to conducting our business responsibly, ethically, and with integrity. We recognise our responsibility to prevent slavery, human trafficking, forced labour, and exploitation within our business operations and supply chains.

Our directors, management, and employees take our corporate, social, and legal responsibilities seriously. We value our people as our greatest asset and are committed to creating a safe, inclusive, and respectful working environment where everyone is treated fairly and with dignity.

We expect all our suppliers, business partners, contractors, and organisations we work with to share our commitment to ethical business practices and to comply with the principles set out in this statement.

Organisation's Structure

Brightsun Travel is a global travel company providing a wide range of travel services to individual customers, corporate clients, and businesses worldwide.

Established in 1986, Brightsun Travel has grown into an international travel organisation with offices and operations across the United Kingdom, India, Brasil, Dubai, and Ireland. We specialise in flight bookings, holidays, cruises, corporate travel, luxury travel, and freight services, working with a wide network of global travel partners.

Our services are delivered through relationships with airlines, hotels, tourism board, tour operators, destination management companies, transport providers, and other travel-related organisations.

Brightsun Travel operates under various brands and divisions, including:

- Brightsun Travel UK
- Brightsun Travel India
- Premier by Brightsun
- Brightsun Travel Brasil
- Brightsun Travel Dubai
- Brightsun Travel Ireland
- BT Freight

Sister companies:

- Traveasy UK
- Traveasy IN
- Traveasy IE
- Traveasy AE

Our Supply Chains

Our supply chains include a wide range of travel and tourism service providers, including:

- Airlines partners
- Hotels and accommodation
- Tour operators and destination management companies

- Local excursion and activity providers
- Ground transportation providers
- Airport transfer
- Tour guides and local representatives
- Technology and service providers supporting our operations

We recognise that modern slavery risks can exist within global supply chains, particularly within industries involving labour-intensive services. We are committed to working with responsible partners who share our values and commitment to ethical practices.

Our Policies on Slavery and Human Trafficking

Brightsun Travel maintains a zero-tolerance approach to modern slavery and human trafficking in all its forms. We are committed to conducting our business with integrity, transparency, and respect for human rights, ensuring that modern slavery has no place within our operations or supply chains.

Our commitment is reflected in our internal policies and procedures, including our Equal Opportunities Policy, Corporate Social Responsibility (CSR) Policy, and Code of Conduct, all of which promote ethical business practices, fair treatment, and compliance with applicable laws and regulations.

We strictly prohibit all forms of modern slavery, including forced labour, bonded labour, compulsory labour, child labour, and human trafficking. We expect all employees, suppliers, contractors, and business partners to uphold these standards, operate responsibly, and comply with all relevant legislation relating to labour rights and ethical employment practices.

Where appropriate, we will work collaboratively with our suppliers and partners to promote awareness, encourage continuous improvement, and address any concerns relating to modern slavery and human trafficking within our supply chain.

We protect our employees and promote ethical working practices by:

- Ensuring recruitment practices are fair, transparent, and free from discrimination.
- Treating all employees with respect and dignity.
- Providing a safe and inclusive workplace environment.
- Ensuring employees' rights are protected in accordance with employment legislation.
- Promoting equality regardless of race, religion, gender, sexual orientation, age, or disability.
- Providing employees with awareness and guidance regarding modern slavery and human trafficking risks.

Due Diligence Processes

As part of our commitment to preventing modern slavery, Brightsun Travel continually reviews and strengthens our processes to identify and manage potential risks.

Our approach includes:

- Assessing potential modern slavery risks within our supply chains.
- Working with trusted suppliers and partners who demonstrate responsible business practices.
- Reviewing supplier relationships and contractual commitments.
- Monitoring areas where risks may arise.
- Encouraging employees and stakeholders to report concerns through appropriate channels.

- Protecting individuals who raise concerns or report unethical practices.

Supplier Adherence to Our Values and Ethics

Brightsun Travel expects all suppliers, contractors, and business partners to operate responsibly and comply with our ethical standards.

We will not knowingly engage with any organisation or individual involved in slavery, human trafficking, forced labour, or any unlawful employment practices.

Where appropriate, we review supplier relationships to ensure alignment with our values and may take action where concerns are identified.

Training and Awareness

Brightsun Travel is committed to raising awareness of modern slavery and human trafficking across the organisation. We provide appropriate guidance and training to employees to ensure they understand their role in preventing modern slavery and promoting ethical business practices.

Our training and awareness initiatives help employees to:

- Understand the risks and indicators associated with modern slavery and human trafficking.
- Recognise their responsibilities in upholding ethical business practices and complying with our policies.
- Identify, report, and escalate any concerns or suspected instances of modern slavery through the appropriate reporting channels.
- Support a culture of integrity, accountability, and respect for human rights throughout our business and supply chain.

We review our training and awareness programmes periodically to ensure they remain effective, relevant, and aligned with current legislation and best practice.

Measuring Our Effectiveness

Brightsun Travel reviews its practices regularly to ensure that we continue to meet our commitments in preventing modern slavery.

We measure our effectiveness through:

- Regular review of internal policies and procedures.
- Monitoring supplier relationships and compliance.
- Maintaining clear communication channels for reporting concerns.
- Reviewing employee feedback and workplace practices.
- Continuing to improve awareness and training initiatives.

Commitment for the Future

Brightsun Travel remains committed to continuously improving our approach to identifying and preventing modern slavery risks across our business and supply chains.

We will continue to work with our employees, suppliers, and partners to uphold ethical standards and ensure respect for human rights throughout our operations.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Brightsun Travel's Modern Slavery Statement for the financial year ending 2026.

This statement has been approved by the Board of Directors of Brightsun Travel Limited.

Mr Deepak Nangla

Managing Director of Brightsun Travel Limited

Date: 04/08/2026