

AIRBNB MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Airbnb UK Limited, Airbnb Payments UK Limited, and Airbnb Ireland UC are publishing this statement consistent with section 54 of the Modern Slavery Act 2015. This statement covers the financial year ending 31 December 2023 for Airbnb UK Limited, Airbnb Payments UK Limited, and Airbnb Ireland UC. It sets out the steps taken to ensure that modern slavery is not present in our UK business and supply chain. For the purposes of this statement, the term ‘modern slavery’ encapsulates slavery, servitude, forced or compulsory labour, and human trafficking.

OUR BUSINESS, STRUCTURE AND SUPPLY CHAIN

Airbnb is a platform connecting hosts and guests in more than 100,000 cities and in over 220 countries and regions. Since it was founded in 2008, over 1.5 billion guest arrivals occurred at Airbnb listings around the world and over 5 million hosts have shared their accommodations on our platform (as of December 2023).

Airbnb has offices in 16 cities globally and employs approximately 7,000 people, including approximately 100 people working at our UK office in London. Our ultimate parent company is Airbnb, Inc. which is based in San Francisco, California.

Further details about our business and companies can be found at: <https://press.atairbnb.com/about-us/> and <https://www.airbnb.co.uk/about/company-details>.

Part of our UK business is office-based; its supply chain provides a range of goods and services in support of office operations (including the provision of IT and technology, professional services, and business travel) and marketing services. The other part of our UK business provides payment processing services and its supply chain provides a range of services in support of payments processing and related compliance (including the provision of IT and technology and professional services).

OUR POLICIES ON MODERN SLAVERY

Airbnb will not tolerate modern slavery in our supply chain or in any part of our business. We are committed to ensuring that there is transparency in our own business and to tackling any modern slavery in our supply chain. Our Code of Ethics and employment handbook reflect our commitment to ethical business practice and corporate citizenship. We ensure consistent messaging of these policies is distributed throughout our business and management at all levels. We expect the same standards from our vendors and contractors. Our Supplier Code of Conduct prohibits our suppliers from using forced labor anywhere in their supply chains. Our core values and policies reflect our recognition of and respect for human rights as informed by internationally recognized standards such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights (UNGPs). As set out in our [human rights policy statement](#), we look to the UNGPs to inform our practices from a human rights perspective. Airbnb’s internal Human Rights Working Group helps operationalize our human rights commitments.

DUE DILIGENCE AND STEPS TAKEN TO ELIMINATE RISKS

Having assessed our supply chain, and given the nature and scale of our business and supply chain, we consider the risk of modern slavery in our UK supply chain to be low. We have rigorous employment and procurement policies and practices, and we have no evidence to suspect that modern slavery is present within our supply chain. Our procurement process requires all suppliers to our UK business to provide information on their policies and procedures to prevent modern slavery. We have not received in fiscal year 2023 any information from our suppliers that suggests modern slavery is present in our supply chain. We would investigate any information that suggests modern slavery is present in our supply chain. We are working on enhancing our approach to evaluating our suppliers for potential adverse human rights impacts linked to their operations, products, or services.

While conduct that occurs on the Airbnb platform is not part of our UK supply chain, we are committed to preventing modern slavery from occurring on the platform. We regularly publish statements in our newsroom describing the work we do to prevent modern slavery from occurring on the Airbnb platform.

TRAINING AND REPORTING CONCERNS

Employees are trained on an ongoing basis on topics relating to ethics and compliance. We will continue to identify ways to improve employee and supplier awareness of our efforts to eliminate modern slavery from our business and supply chain. We will continue to identify best practices and information that can be applied to our business and supply chain.

Airbnb maintains a hotline that allows employees to report concerns, including concerns related to the presence of modern slavery. Airbnb has a Whistleblower Policy that prohibits retaliation against anyone who raises a concern. Reports are investigated according to Airbnb policy and procedure.

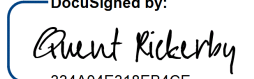
OUR EFFECTIVENESS IN ELIMINATING MODERN SLAVERY

We will periodically review the effectiveness of the measures we take in ensuring that there is no modern slavery in our supply chain, and we will use the results of that review to inform the development of our procedures and best practices.

This Statement was approved by the Board of Directors of Airbnb UK Limited on 29 April 2024, Airbnb Payments UK Limited on 2 May 2024, and Airbnb Ireland UC on 30 May 2024.

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Director
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Quent Rickerby
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Director
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