Modern Slavery and Human Trafficking Statement
For 1st July 2025 to 30th June 2026

Virgin Experience Days Limited ("**VED**", "**we**", "**us**", "**our**") is opposed to modern slavery in all its forms and is committed to ensuring that it does not take place in any part of VED or VED's supply chains. This statement is made under the requirements of The Modern Slavery Act (2015).

VED is renowned for its position as a leader in the gifting, voucher, experience days and leisure activity market, operating solely from offices in Bourne End, Buckinghamshire. We are proud of our working conditions and typically provide services via UK managed companies.

The relationships with our suppliers, customers and other businesses have been established based on shared standards and ethics. Within our supplier marketing agreement and trading terms, we ask suppliers to ensure and confirm that they are aware of and abide by their legal obligations under the Modern Slavery Act (2015). If we are made aware of any issues of non-compliance, we will work with the supplier to improve their performance and will not continue to work with them if the non-compliance persists.

On joining the company, all employees are issued with our people handbook, which sets out our conditions of employment and policies protecting employees' human rights, health and safety, wages and benefits. We have zero tolerance towards slavery and human trafficking and expect all those in our supply chain, including contractors and agency workers, to comply with our values and report any concerns through our Whistleblowing policy. To date we have not been made aware of any acts of slavery and human trafficking occurring within our supply chain.

Progress

Since last year we have enhanced our focus by completing the following actions:

- A Responsible Business Ownership strategy has been produced which includes KPIs on Modern Day Slavery
- We will also be uploading a copy of our statements to the Gov.UK Registry going forward
- A Modern Slavery policy has been developed and has been communicated to all stakeholders in November 2026
- A training module has been created to educate our people

This statement has been approved by the company's board of directors on 26 November 2026, who will review and update as necessary on an annual basis.

Danni Rush

CEO