

Modern slavery statement

This is the Travel Innovation Group statement in relation to section 54 part 6 of the Modern Slavery Act (2015) for its financial year end 2023.

We are committed to trade ethically, source responsibly and work in practices to combat slavery and human trafficking in our business.

Organisation structure:

Travel Innovation Group ("Organisation") is a dormant company, which acts as a brand that includes the following companies:

- Lime Management Limited
- Aviate Management Limited
- Calrom Limited
- Calrom Management Limited
- Lime Management (Australia) Limited
- Calrom Pakistan (Private) Limited
- Travel Innovation Group SA (PTY) Limited
- Travel Innovation Group (Barbados) Limited
- Travel Innovation Group Ireland Limited
- Calrom USA Incorporated. (Inc)

Travel Innovation Group has the Head Office located in the United Kingdom and also operating in Pakistan, South Africa, Australia, and Barbados with over 500 employees. We provide innovative services for the travel industry. The Organisation has a global annual turnover of £430 million.

Our 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.

We do 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.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the standards required in relation to its responsibilities under relevant employment legislation in United Kingdom, Pakistan, Australia, South Africa, and Barbados.

Our supply chains:

We establish relationships with suppliers located all over the world including Tour Operators, Travel Agents, Airlines, stakeholders, and contractors.

To provide a comfortable working environment for our staff, the Organisation makes use of a range of supply chains and external providers for several areas, including but not limited to, the following: cleaning, utilities, repair, garden suppliers.

We build and maintain relationship with suppliers who understand our values, agree with our policies, comply with our expectation, and have a commitment to protect human rights.

Steps:

- The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.
- The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with Modern Slavery.
- Reviewing our supplier contracts which would be terminated if the supplier is, or is suspected, of being involved in Modern Slavery.
- Putting measures in place to identify and assess the potential risks in our supply chain.
- Ensuring all suppliers meet our 'supply chain compliance standards'.
- Monitoring potential risk areas in our supply chain.

- Ensuring staff have access to the Whistleblowing Policy which sets out the process by which employees can report any concerns of wrongdoing.
- The Organisation acknowledges that its operations in Pakistan pose a potential risk due to the possible lack of protection against human rights violations. However, the Organisation also notes that its exposure to such risks is relatively low since all staff in its Pakistan office are directly employed by the Organisation.
- The Organisation has a Compliance Officer to whom all concerns regarding Modern Slavery should be addressed and who will then undertake relevant action regarding the Organisation's obligations.
- We have also included online content in our Learning Management System in order to raise awareness of Modern Slavery amongst all staff across the Organisation.

Key performance indicators:

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring Modern Slavery is not taking place in the Organisation or its supply chains.

- Completion of audits by external provider
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with our expectations.

Policy

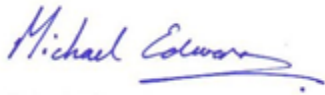
The Organisation's following Policy sets out the standards required of our staff and include details of the mechanisms in place which can be used to report issues or concerns about Modern Slavery linked to our Organisation.

[Download policy](#)

Approval

This statement has been approved by Michael Edwards on behalf of the Travel Innovation Group Board of Directors on 1 January 2024.

The Board will review annually to ensure continued compliance with the regulation and our objectives.



Michael Edwards
Managing Director