



Modern Slavery Statement

Version Issued

03/10/2025

A handwritten signature in black ink, appearing to read 'Suzanne Horner', is positioned above the printed name.

Suzanne Horner
CEO

Modern Slavery Statement

Our supply chains and supplier adherence to our values

The relationship with many of our suppliers has been established over a number of years and is built firmly upon a long-term partnership ethos. As such, we often have close links and contact with the key personnel within our travel partners to ensure service consistency and standards are maintained. We work alongside a diverse range of travel providers of all sizes, including global airlines to individual hotel owners.

Our policies on slavery and human trafficking

- We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.
- So far, we haven't been made aware of any human trafficking / slavery activities within the supply chain, but if any risks or issues became known, we would act immediately in accordance with our legal and moral obligations.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we are in the process of introducing in systems to:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains. we pre-qualify any new company through a series of due diligence, relating to company performance and overall ethos.
- Where appropriate, we take references from other customers to establish that they are a cultural fit with Gray Dawes.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

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Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of audits by external provider.
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectation.

Training

Gray Dawes have a zero-tolerance approach to slavery and human trafficking.

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, our Anti-Slavery Policy is soon to be included in our Employee Handbook, on the Intranet and internal training.

This statement is made pursuant to section 54(1) Part 6 of the Modern Slavery Act 2015 and constitutes Gray Dawes Group's slavery and human trafficking statement for the financial year ending March 2025. This statement has been approved by the Gray Dawes Group's board of directors, who will review and update it.