



Human Rights & Modern Slavery

TUI Group

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1. Introduction

Human rights are the basic entitlement of individuals to lead a dignified life, free from fear or want, and able to express independent beliefs.

Modern slavery or human trafficking consists in the act of recruiting, harboring, transporting, providing, or obtaining a person for compelled labor or commercial sex acts through the use of force, fraud, or coercion. Types of modern slavery include human forced and bonded labour, child labour, human trafficking, sexual and non sexual exploitation and domestic servitude. **It is a crime against humanity.**

TUI is committed to respect human rights throughout its worldwide operations and to take relevant steps to ensure there is no modern slavery/human trafficking cases in our business and supply chain.

We condemn any form of modern slavery or human trafficking, a fundamental abuse of a person's human rights and dignity, and we reserve the right to terminate business with any person or company that is engaged or associated with any form of exploitation.



2. What are these guidelines for?

These guidelines are developed to ensure the highest standards of professional and personal practices.

Procedures are in place to enable anyone to escalate any concerns they may have, which in turn, may be reported to the appropriate authority.

Modern Slavery is a sensitive topic and reporting an allegation of modern slavery and/or human trafficking is a serious action and should be considered carefully.

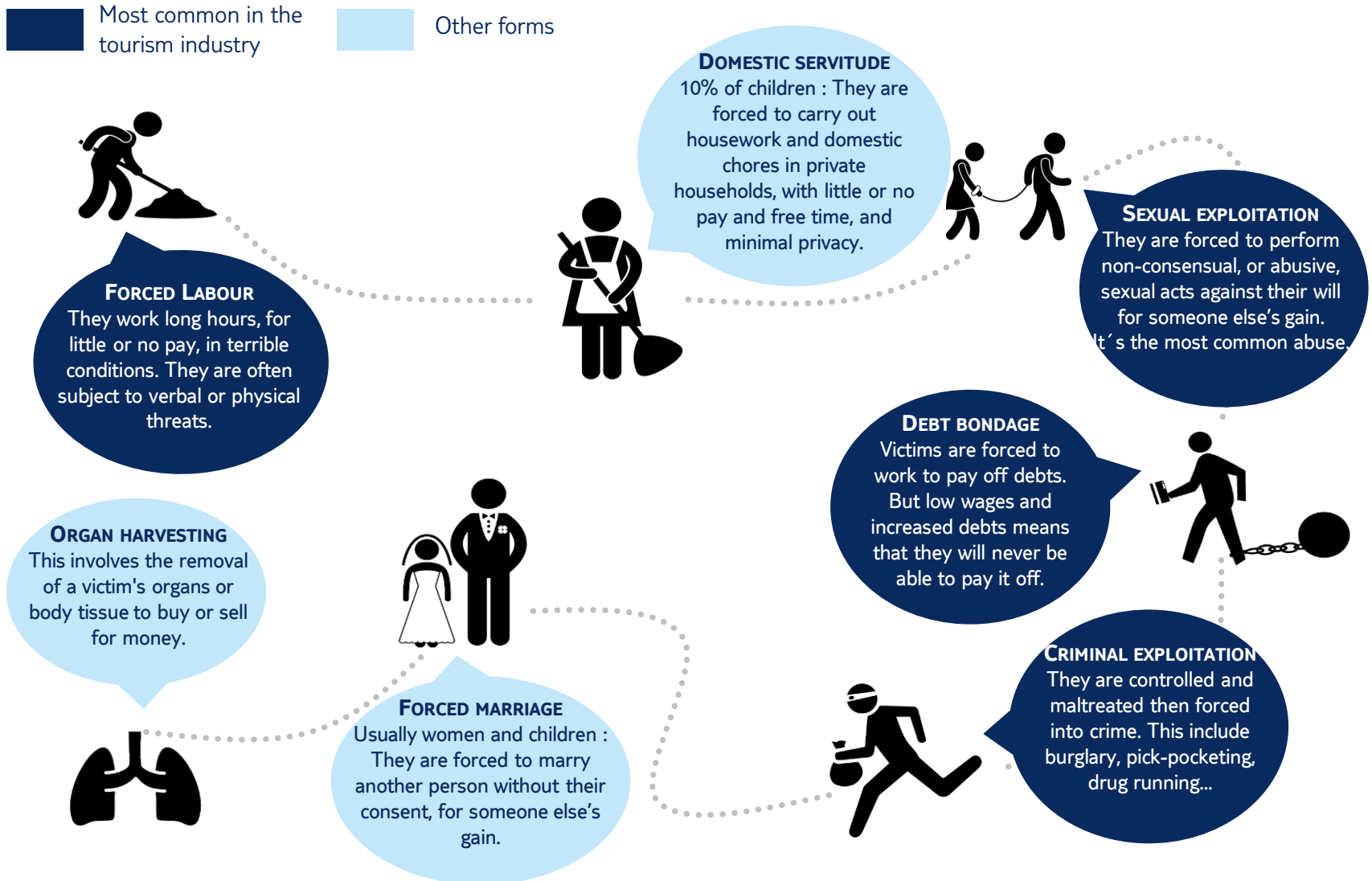
Information provided will help partners to:

- ✓ Have a clear understanding of **what modern slavery & human trafficking means**
- ✓ Be aware of modern slavery **issues** and **types**
- ✓ Understand TUI's **approach** to ensuring that every human is entitled to their rights
- ✓ **How to report** any issues and procedures to follow



3. Types of Modern Slavery & Human Trafficking

You may find yourself witnessing a form of modern slavery. This may include seeing suspicious physical marks or concerning behaviour(s), or through being informed of an alleged abuse by the person enslaved directly or indirectly. Modern slavery can take different forms, here are some examples :



How to recognize a victim of modern slavery



Appearance

Does the person look malnourished, unkempt, or appear withdrawn?
Are they suffering physical injuries? Is the worker wearing inappropriate clothing for their job? Do workers seem to have noticeably poor personal hygiene ?



Behaviour

Does the person or child appear withdrawn or frightened?
Do they appear under the control or influence of others?
Do they rarely interact with others, appear unfamiliar with their environment ?



Communication

Is the person unable to answer questions directed to them? Does the person with them, answer for them? If they do speak, are they inconsistent in the information they provide ? Remember that many victims will not be able to speak English.



Parents

Are the child's parents absent? Does the child fail to go to school?



Fear of Authorities

Is the person afraid of the authorities? Are they scared of removal? Are they afraid because of what might happen to their families?



Legal Documents

Is the person in possession of their legal documents such as passport, identification and bank account details, or are these being held by someone else?



Medical Care

Has there been a delay in them seeing a healthcare professional?
Are they vague, reluctant or inconsistent in explaining how the injury occurred?
Do they have any medical records?



Debt Bondage

Does the victim perceive themselves to be in debt to someone else?
Are they in a situation of dependence?



Pay
Attention!
Signs are
very often
hidden

Who can witness modern slavery & human trafficking issues?



4. TUI Protocol

What are we doing to prevent modern slavery & human trafficking?

TUI is committed to creating a safe environment and assisting colleagues to recognize that it is a moral and legal responsibility to ensure that no one is deprived from basic human rights – either directly or indirectly.



To prevent all these types of abuse, we have the following in place:

- Our own **Child Protection & Human Rights Policy**
- Included specific clauses in the **Terms & Conditions of our businesses' contracts and supplier Code of Conduct**
- Committed to train & raise awareness among our **colleagues** on Modern Slavery & Human trafficking, with special focus on the ones that work in destination

What can you do to prevent modern slavery & human trafficking?

- Create your own **Human Rights Policy and protocols**
- Identify your risks and those of your suppliers
- Train your own staff
- Work with companies with their own Human Rights' Policy and protocols

Reporting - Useful Links

Modern Slavery Helpline

[https://www.modernslaveryhelpline.org/report.](https://www.modernslaveryhelpline.org/report)

Amnesty International

<https://www.amnesty.org/>

UN High Commissioner

<https://www.ohchr.org>

Local ECPAT Office

[Link](#)



5. Do's and Don'ts

Do's

- Look for training on Human Rights issues applicable to your situation / company / country
- Find out where to report in your country of residence
- Stay calm & use of discretion
- Fill in the report by including as many details as you recall

Don'ts

- Rush into actions that may be inappropriate
- Ask inappropriate questions or leading questions which may jeopardize the situation with the authorities
- Take sole responsibility
- Take any direct action for either the victim or alleged trafficker (if known)

