



# Human Rights & Modern Slavery

At TUI, we recognize that human rights in tourism go further than compliance. Because our industry brings people from many cultures and countries together, we have a responsibility **to protect dignity, freedom and safety** in every part of the travel experience.

Modern slavery is a **crime against humanity**. It includes forced and bonded labour, child labour, trafficking, sexual and non-sexual exploitation, and domestic servitude.

This guideline is here to support you in understanding these issues, **recognizing potential risks in tourism settings**, and knowing what **steps to take if something does not feel right**.

Through awareness and responsible action, we can protect human dignity and ensure that travel remains safe and respectful for everyone.



# Introduction: What is Modern Slavery



## Modern Slavery : Definition and Context

- Modern slavery and human trafficking refer to the **exploitation of individuals** through coercion, deception, or force for purposes such as forced labor or commercial sexual activities.
- This includes practices like **bonded labor, child labor, domestic servitude, and both sexual and non-sexual exploitation.**
- Such acts constitute a **grave violation of human rights** and are recognized as **crimes against humanity.**

## TUI's Commitment

- **Respect human rights** in all operations worldwide.
- Take steps to ensure **no modern slavery cases** in own business area or supply chain.
- **Condemn all forms of exploitation** and refuse business with any company engaged in it.



# Types of Modern Slavery in Tourism

## Examples in Tourism Environments:



**Forced Labour** can occur when hotel, restaurant, or attraction staff are made to work long hours for little or no pay while facing threats or abuse.



**Debt Bondage** can happen when workers in supply chains are trapped by debts they cannot repay and remain dependent on their employer.



**Sexual Exploitation** can take place when guests, children, or locals are forced into non-consensual sexual acts for the benefit of others.



**Domestic Servitude** describes situations where workers in villas, private households, or staff housing are denied freedom, privacy, and fair pay.



# Spotting and Responding to Warning Signs in Tourism

In tourism you may come across situations that raise concerns regarding modern slavery. It is important to know **how to stay observant and what actions to take**.

## Where signs may appear:



In hotels, during transfers, at excursion sites, or within staff housing and recruitment.



In everyday interactions such as check-in, guided tours, or staff–guest relationships.



Through guest reports, when travellers share concerns about what they have witnessed.

## How you should respond:

- **Stay calm and discreet** – avoid drawing attention or confronting those involved.
- **Do not intervene directly** – never approach suspected victims or traffickers.
- **Follow reporting procedures** – escalate concerns to your manager or the designated authority.



## Useful Links

- [Modern Slavery Helpline](#)
- [Amnesty International](#)



# What We Do and What We Expect



TUI is committed to ensuring that **modern slavery has no place in tourism**. Our approach combines clear policies, strict supplier requirements, and training for colleagues worldwide.

## What TUI does :

- **Human Rights and Child Protection** – embedded in all our businesses and destinations.
- **Supplier Code of Conduct and contract clauses** – contractual requirements for partners to meet human rights standards.
- **Training and awareness** – regular training for staff, with a strong focus on those in destinations and guest-facing roles.

## What partners should do:

- Develop your **own Human Rights Policy** and **internal protocols**.
- **Assess risks** in your tourism supply chain (accommodations, transport, excursions).
- **Provide training** for staff on how to recognize and respond to risks.
- Work only with **suppliers** who are committed to **respecting human rights**.

## Useful Links

- [TUI Human Rights Toolkit](#)
- [E-Learning Human Rights in Tourism](#)

