

HOSTELWORLD GROUP PLC - MODERN SLAVERY ACT STATEMENT

INTRODUCTION

At Hostelworld Group plc, we believe we have a responsibility to ensure that our business is conducted responsibly and we are taking steps to identify and manage human rights, slavery, servitude and human trafficking risk in our business and supply chains.

This statement is published on behalf of Hostelworld Group plc and its subsidiaries ("Hostelworld") in line with the UK's Modern Slavery Act 2015.

ORGANISATION'S STRUCTURE AND SUPPLY CHAIN

Hostelworld operates the world's leading hostel-focused online booking platform, offering a simple and comprehensive online booking experience and facilitating transactions between customers and suppliers of hostels and other forms of budget accommodation.

Hostelworld Group plc's registered office is in Birmingham and the group's principal place of business is in Dublin, Ireland. The group also has offices in the UK, China, Australia and Portugal.

We own and operate multiple customer websites and apps through Hostelworld, our flagship and leading brand. Hostelworld.com Limited is the principal group operating company.

Hostelworld provides an online booking platform for ultimate accommodation providers, rather than being a tour operator or accommodation provider. Hostelworld does not run nor is responsible for the provision of the accommodation. It facilitates the processing and booking of accommodation and some travel services between the customer and the accommodation and/or travel services provider.

We consider our direct supply chains to be relatively low risk as they primarily relate to the procurement of IT services, hardware and software, marketing and other professional services, office supplies and facility management.

UNDERSTANDING OUR SUPPLY CHAIN

In summary, as part of our initiative to identify and manage risk:

- We are looking to build and improve our systems to better (a) identify, assess and monitor potential higher risk areas in our direct supply chains and business, (b) mitigate the risk of slavery, human trafficking and human rights violations occurring in our supply chains through enhanced contract terms (to the extent appropriate and obtainable), (c) train our employees as to these risks and the need to manage them and (d) protect whistle blowers.
- Where possible, we build long-standing relationships with our key suppliers and

ensure that expectations of business behaviour are clear and consistent.

OUR POLICIES

Hostelworld has a number of policies to ensure that our business is conducted responsibly, these include:

- Employee Code of Conduct
- Anti-Bribery and Corruption Policy
- Whistleblowing Policy

We have also put in place an Anti-Slavery Policy, which seeks to identify and manage human rights, slavery, servitude and human trafficking risk in our business and supply chains.

Hostelworld only sources employees either directly or via reputable employment agencies. In addition, our recruitment procedures include verification that potential employees are eligible to work legally in the relevant jurisdiction.

The Whistleblowing Policy sets out how a colleague can raise a concern, how Hostelworld will respond, and how the rights of colleagues who raise a concern and also those who are the subject of reports are protected. We have an independent whistleblowing hotline that all staff can access confidentially should they not feel able to report a concern internally.

IMPLEMENTATION

A contractual clause on the MSA was included within contracts with accommodation providers in November 2016 and a similar clause has been extended to any new affiliate contracts. Likewise, Hostelworld's standard purchasing terms and conditions (as implemented in 2020) include a contractual clause requiring suppliers to comply with applicable provisions of the MSA.

All employees receive information on Group policies on joining. Our people are expected to abide by our general Code of Conduct, which outlines specific principles of behaviour all colleagues are expected to display at all times in the key areas of integrity, confidentiality, lawful behaviour and disclosures of interests.

The Chief HR Officer and his team provide training to educate on the importance of implementing and enforcing effective systems to ensure slavery and human trafficking is not taking place in our supply chain. Management, who are the staff typically engaged in procurement of goods and services, will be given additional training to aid their understanding of the signs of modern slavery and outline what to do if their suspicions as to its existence are raised. Management at all levels are responsible for ensuring that those reporting to them are aware of the issue of modern slavery and understand and comply with this policy.



MONITORING AND REPORTING

If issues are identified in relation to modern slavery, these will be immediately reported to the Company Secretary and escalated to the Board of Directors. We will continue to review how effective the steps we are taking have been in combating modern slavery within our business and our supply chain.

This statement will be reviewed annually and published on our website.

BOARD APPROVALS

The board of Hostelworld Group plc approved this statement on 4 December 2023.

Gary Morrison
Hostelworld Group plc

Date: 4 December 2023