

G Adventures Modern Slavery Statement

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (UK). It outlines G Adventures' commitment to understanding all potential modern slavery risks related to its business and to put in place steps to ensure there is no slavery or human trafficking in its own business or supply chain. This statement relates to actions and activities during the financial year 1 April 2018 to 31 March 2019.

As part of the travel industry, G Adventures recognises that we have a responsibility to take a robust approach to slavery and human trafficking. We are committed to preventing slavery and human trafficking in all corporate activities, and to ensuring our supply chain is free from slavery and human trafficking.

About G Adventures

Founded in 1990 by social entrepreneur Bruce Poon Tip, G Adventures is a small group adventure travel operator offering more than 700 tours in 100 countries, on all seven continents. G Adventures' award-winning trips support local communities, giving travellers meaningful experiences with people, cultures, landscapes and wildlife, while offering them the freedom and flexibility to explore on their own. G Adventures' responsible approach to travel is demonstrated through 'G for Good' social impact initiatives, which include travel guidelines (on child welfare, interaction with animals and wildlife and tourism involving Indigenous people) and a range of community-based social enterprise projects that travellers can experience on their trip. Additionally, our industry-leading 'Ripple Score' assessment provides customers with a measure of how many traveller dollars from each tour, stay in the local economy.

- **Planeterra**

Established in 2003, Planeterra is our non-profit partner dedicated to ensuring communities touched by tourism, benefit from the opportunities it provides. Planeterra helps empower local people to develop their communities, conserve their cultures, and create humane and supportive systems for their endeavours. Planeterra manages 75 social enterprise projects on all seven continents, that benefit women, at-risk youth and rural and indigenous communities.

- **G Local**

We like to keep things local on our trips. Working with small, locally owned businesses rather than big international chains helps keep the overall cost of trips down, but we also believe that travel dollars should stay where they are spent. Supporting local entrepreneurs and small businesses strengthens communities and helps raise the overall quality of life. We go out of our way to work with smaller, locally owned (and often family run) businesses and we have a close relationship with the bulk of our suppliers. This helps reduce the risk of modern slavery, or trafficking occurring in our supply chain.

- **Child Welfare**

G Adventures believes that it is critical that no child is ever harmed as a result of tourism. Travellers have the power to make a positive impact in the communities they visit, but to ensure that this is the case, we are implementing our comprehensive child welfare policy which was developed in collaboration with our partners Friends International.

Organisational Structure

G Adventures employs more than 2,200 staff members and CEOs (chief experience officers) and has 28 offices globally.

Our buying team purchases many different services for our tours, such as hotel rooms, meals, flights, and rail tickets. Some of these we contract directly ourselves, and some we contract with a destination agent who can provide the service in totality within that area.

Policies

G Adventures has implemented the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy:** G Adventures encourages all staff, customers and partners to report any concerns they might have both inside our business and with our supply chain partners.. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. G Adventures' whistleblowing policy is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee & CEO code of conduct:** G Adventures code of conduct makes clear to employees & CEOs the behaviour expected of them. We strive to maintain the highest standards of employee conduct and ethical behaviour in all our operations.
- **Supplier code of conduct:** G Adventures is committed to ensuring that our suppliers adhere to the same high standards. Suppliers are required to provide safe working conditions, treat workers with dignity and respect, and act ethically and within employment law. Serious violations of the supplier code of conduct will lead to the termination of the business relationship.
- **Traveller code of conduct:** The Traveller Conduct Policy sets standards for travellers to follow on their G Adventures tour. In addition to compliance with applicable laws in any destination a traveller may visit, travellers are expected to comply with this policy for the safety, security, and enjoyment of all travellers, staff and local people.
- **Recruitment policy:** G Adventures uses reputable employment agencies to and always verifies the practices of any new agency it is using before accepting employees from that agency.

Training

Our staff are required to undertake training specific to the welfare of children which we have developed jointly with Friends International through their ChildSafe Movement, a global initiative to protect children and youth around the world.

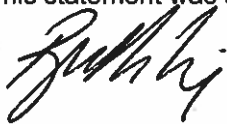
Due diligence

G Adventures undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- Requiring each supplier to sign a contract that includes clauses regarding adherence to applicable employment laws in the jurisdiction they operate in.
- Requiring each supplier to take part in our annual "G Local" supplier assessment; a self-assessment that includes questions around labour practices such as: provision of paid leave, provision of paid overtime or time off in lieu, maternity leave, provision of living wages, freedom to terminate employment contract without penalty.
- Requiring each supplier to sign a contract that includes adherence to all G Adventures welfare policies including Child Welfare, which explicitly prohibits child labour.
- Conducting supplier audits or assessments through our own staff;
- Taking steps to improve suppliers' practices in regards to responsible travel, and providing them with guidance and standards;
- Participating in collaborative initiatives focused on human rights in general; and
- In the case of any major contract infraction with regards to human rights the contract with the supplier would be terminated.

Approval

This statement was approved on 26 April 2019 by the organisation's Founder and President



Signature:

Name: Bruce Poon Tip

Date: May 2019