



Modern Slavery Statement

The commitment of Amadeus to ethical business behaviour is a key element of our corporate governance. We all have a responsibility to understand the professional conduct Amadeus expects. The cornerstone of our commitment to ethical business behaviour is the Amadeus Code of Ethics and Business Conduct (CEBC)

Key topics included in the Code are:

- Our People
- Beyond Compliance
- Commitment to the Environment
- Conflicts of Interests, Gifts, and Bribes
- Safeguarding Information, Personal Data and Confidentiality
- Relations with Third Parties and the Media
- Handling of Company Property, Equipment and Installations.

We expect these same high standards from our suppliers. We are committed to preventing acts of modern slavery and human trafficking from occurring within our business and the supply chain.

When dealing with our suppliers we make it clear that we expect the staff employed by our suppliers, whether permanent or temporary, to have the same basic right to be treated with respect and dignity at work as our own employees. We believe employment should be chosen. There must be no forced, bonded or involuntary labour. Supplier employees must not be required to lodge monies or identity papers in order to work and must be free to leave employment after the giving of reasonable notice.

We are publishing this statement to explain the work we have completed to date to combat modern slavery within our business and the steps we intend to take over the coming year.

Modern slavery is a global issue which can affect any business in any sector and which is often very difficult to detect. It is extremely difficult if not impossible for any international organisation to guarantee that its business and supply chain is slavery free but Amadeus recognises and takes very seriously the risk of modern slavery to our business and our people and we are committed to taking steps to reduce the risk of this crime occurring within our business and supply chain.

Amadeus IT Services UK Limited

Amadeus IT Services UK Limited is part of the global Amadeus group of companies which comprises a team of 16,000 professionals working together to transform travel. Our technology powers new ways to make travel simpler, more connected and accessible. Every second, more than 40 passengers board planes thanks to Amadeus systems. Amadeus IT Services UK Limited ultimately reports into our Head Office in Madrid and we are based in Heathrow and Gatwick with circa 500 employees.

Our UK Supply Chain

As a provider of IT services we consider our supply chain to be relatively simple in comparison to many other industries.

In the UK we work with a range of suppliers who provide goods and services across a number of different categories, such as recruitment agencies, IT contractors, mobility services, cleaning and facilities and other business support services. Therefore, we have close relationships with our suppliers and good visibility of our supply chain.

We believe there is a relatively low risk of modern slavery within our UK supply chain due to factors such as:

- Sector – operating in the IT sector
- Location – based in the UK where the majority of our suppliers are also located
- Types of suppliers – business support functions

Nevertheless, we are committed to preventing slavery and human trafficking from occurring within both our business and our supply chains, which is demonstrated by our related relevant policies, such as the Code of Ethics and Business Conduct (CEBC), and supply chain due diligence procedures.

Due Diligence Processes for Slavery and Human Trafficking

Our Own Business

Amadeus prohibits the use of all forms of forced labour and any form of human trafficking. We have a number of procedures in place in relation to our employees to proactively manage any risk, including robust recruitment processes which comply with UK employment laws and a whistleblowing policy which employees are encouraged to use to report any concerns.

When we recruit employees and contractors we ensure:-

- Job offers to employees are made conditional to proving entitlement to live and work in the UK. Members of the People & Culture team see and take physical copies of Right to Work documentation, sign and file such documentation before the first day of work.

- An external agency performs detailed pre-employment background checks which include right to work, documents, qualifications and reference checks.
- When we recruit contractors, we have a fully agreed contractor agreement with the agency which details prior to commencement of an assignment that they follow our Amadeus Code of Conduct and Amadeus Workplace Policies.

In addition, our employees, through the Employee Code of Conduct, are made aware of Amadeus' requirement for employees to support and uphold human rights principles and know that Amadeus will not tolerate, engage in or support the use of forced labour.

Our Supply Chain

As part of our initiative to identify, monitor and reduce the risk of slavery and human trafficking occurring within our supply chain, we will undertake the following due diligence procedures:-

- (a)** we will complete the mapping of UK suppliers who provide goods and services direct to our UK business;
- (b)** we will review each of those suppliers in the UK supply chain and rank each as either a high, medium or low risk (relative to what we perceive to be the risk generally to our UK supply chain);
- (c)** we will write to all our UK suppliers to note our commitment to transparency and combatting modern slavery within our own organisation and our similar expectation from suppliers of goods and services to us, sending each supplier the Amadeus Code of Conduct.

If we were to find evidence that one of our suppliers has failed to comply with the Modern Slavery Act 2015 we would require the relevant supplier to remedy such non-compliance without delay.

Our approach is to:

- identify and assess potential risk areas in our supply chain;
- mitigate the risk of slavery and human trafficking occurring in the supply chain;
- monitor potential risk areas in the supply chain; and
- provide adequate protection to whistle blowers.

Training and Performance Indicators

Given our view that Amadeus' exposure to modern slavery risk is limited, and the existing due diligence processes we already have in place as an organisation, we have not implemented any specific training of our relevant employees or established key performance indicators in relation to modern slavery and human trafficking during the financial year ending 31 March 2019.

Further Steps

We intend to take the following further steps to combat slavery and human trafficking within our supply chain as follows:

- continue to monitor the risk to our supply chain on an ongoing basis;
- provide training to all relevant employees to ensure there is an understanding of the risks of modern slavery and how to identify modern slavery;
- encourage suppliers to apply for the Real Living Wage Accreditation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2018.

Date: 13 February 2019

A handwritten signature in blue ink, appearing to read "Diana Kraft", written in a cursive style.

Signed and approved by:

Diana Kraft

Director