The commitment of Amadeus IT Services UK Limited to ethical business behaviour is a key element of our corporate governance. We all have a responsibility to understand the professional conduct Amadeus IT Services UK Limited 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.

Amadeus IT Services UK Limited expects 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, Amadeus IT Services UK Limited makes 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.
Amadeus IT Services UK Limited is 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 IT Services UK Limited 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 is based in Heathrow and Gatwick with circa 500 employees.

Our UK Supply Chain

As a provider of IT services, Amadeus IT Services UK Limited considers its 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. Amadeus IT Services UK Limited has 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, Amadeus IT Services UK Limited ensures:

- 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 contract 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, Amadeus IT Services UK Limited has undertaken the following due diligence procedures:

(a) we have completed the mapping of UK suppliers who provide goods and services direct to our UK business;

(b) we have reviewed all suppliers in our UK supply chain and identified those which are most at risk (relative to what we perceive to be the risk generally to our UK supply chain);

(c) we have written to our high-risk UK suppliers to highlight our commitment to transparency and combatting modern slavery within our own organisation and our similar expectation from suppliers of goods and services to us;
(d) we have requested completion of our Slavery & Trafficking Risk Template along with supporting documents.

If Amadeus IT Services UK Limited 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.

We will continue in our approach to:

- identify and assess potential risk areas in our supply chain;
- mitigate the risk of slavery and human trafficking occurring 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 that Amadeus IT Services UK Limited already has in place, Amadeus IT Services UK Limited has not established key performance indicators in relation to modern slavery and human trafficking during the financial year ending 31 March 2020. However, Amadeus IT Services UK Limited will be implementing compulsory training to the relevant employees by the end of the financial year, to ensure there is an understanding of the risks of modern slavery and how to identify modern slavery.

Further Steps

Amadeus IT Services UK Limited intends 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 UK supply chain on an ongoing basis;
- encourage UK suppliers to apply for the Real Living Wage Accreditation;
- provide compulsory training to relevant employees in the UK to raise awareness of the types of modern slavery, the key signs to look out for, and how to prevent it, tackle it and report it;
  - main areas of focus will be the People & Culture department, specifically the recruitment/talent team, the Finance department as well as the Facilities team;
- Implement policies – develop new policies and adapt existing ones in the UK to address the elimination of modern slavery;
- Request specific questionnaires to be completed in the UK during the RFP and supplier selection process;
- Request all new UK suppliers subscribe to our code of ethics at the creation stage.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Amadeus IT Services UK Limited’s slavery and human trafficking statement for the financial year ending 31 December 2019.

Date: 3 January 2020

Signed and approved by:

Diana Kraft