

## **Modern Slavery Statement 2025/2026**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30 April 2026.

Hays Travel Limited and its relevant group companies (Hays Travel) are committed to preventing modern slavery and human trafficking in any part of our business, including in our supplier chains, and expects the same high standards from all its contractors, suppliers and other business partners.

Group companies include Hays Tour Operating Limited trading as Vista, Hays Foreign Exchange Limited, Hays Beds Limited, Hays Transfers Limited, Hays Transport Limited, Miles Away Limited, The Original Travel House Limited, Just Go Travel Limited, John Stewart Travel Limited, The Trusted Package Company Limited, Hays Property Services Limited, Inspearational Travel Limited, The Independent Travel Company Limited, Polka Dot Travel Limited, The Holiday and Flight Centre Limited and Victoria Travel Group Limited

### **Organisation Structure**

Hays Travel is the largest independent travel agent in the UK which was founded in 1980 and started to also operate as a tour operator in 2012. The Group had 4490 employees operating within the UK as at 30 April 2026. The retail network consists of over 538 high street travel agencies covering most of the UK.

119 legal entities form our Hays Travel Independence Group (IG) who sell our products as either agents of the tour operating businesses or as sub agents of Hays Travel Limited. Our Group provides them with licenses (ATOL, ABTA and IATA), the back - office support and the technology needed to sell our products.

In addition to our retail presence, we also sell through both our own call centres, contact centre and a network of independent and self-employed consultants. The main travel products we sell are as follows:

- Packages, either from our tour operation business or from other tour operators
- Non-package products (mainly cruise, hotel, transfers and car hire combinations)
- Foreign Currency and a Hays Travel money card
- Travel Insurance

You can learn more about our history on the Hays Travel website at [www.haystravel.co.uk](http://www.haystravel.co.uk)

### **Our Supply Chains and Due Diligence**

Our Commercial department is responsible for the selection and management of all our holiday travel suppliers. They oversee an extensive supply chain of suppliers, including but not limited to airlines, package providers, transfers, car hire and accommodation suppliers, agents and sub-agents, both in the UK and abroad. It is a term of our agency agreements with holiday suppliers that they commit to the prevention of modern slavery and human trafficking across their own business and supply chain and we discuss at strategic meetings with them.

Our Procurement department oversees our indirect services suppliers, including professional services, facilities, sales and marketing agencies and uniform manufacturers.

We conduct checks to determine their financial stability and expect them to also commit to the prevention of modern slavery and human trafficking.


### **Policies**

We are committed to acting ethically and with integrity in all our business relationships and have several internal policies in relation to the recruitment and protection of colleagues.

We also expect suppliers, subcontractors and consultants to respect and adhere to our values.

### **Further steps to prevent Modern Slavery**

We are committed to continuous improvement to address and prevent modern slavery and human trafficking



Dame Irene Hays  
Chair

June 2026