

**Dated: April 2024**

This statement outlines our actions and activities regarding efforts to combat slavery and human trafficking within our business and supply chain.

## **Awaze Business and Culture**

This statement applies to Awaze Vacation Rentals Limited which is part of the Awaze group. Awaze is one of the leading managed vacation rentals and holiday resorts businesses in Europe which brings together some of the continent's most trusted travel brands, including cottages.com, Hoseasons and Novasol.

The Awaze group continues to grow as we acquire new businesses, and we ensure that as new additions to our portfolio are integrated into the group, they are required to follow our policies and procedures.

## **Policies**

Our Business Principles represent the core of our business philosophy requiring our employees to act both ethically and legally when dealing with fellow employees and third parties with whom we do business. The Business Principles includes a human rights statement, which reflects our commitment to protect human rights within our sphere of influence.

## **Due Diligence and Risk Management**

The Awaze group operates predominantly in the UK and Europe. We ensure that we act lawfully in each country in which we operate. In the UK, none of our employees are paid less than the minimum wage and all of our employees over the age of 23 are paid at least the national living wage, in line with applicable laws.

We have relatively small supply chains, mainly involving resort representatives and holiday accommodation owners for whom we act as agent, most of whom we engage with directly, as well as cleaning and caretaking staff, with whom we engage directly or via reputable agencies on behalf of our owners. We conduct vendor risk assessments, which cover modern slavery and human trafficking, of our larger corporate suppliers, where applicable. Considering this, we believe there is a very low risk of slavery and human trafficking occurring in our business and supply chains.

We have zero tolerance to slavery and human trafficking. We encourage our employees to report certain matters confidentially or anonymously through our third party whistleblower hotline without fear of retaliation, including circumstances that may give rise to slavery or human trafficking concerns.

This year we issued updated training to our UK based staff on modern slavery and what to do if it is uncovered or suspected. Looking forward, we plan to maintain our commitment to combatting slavery and human trafficking by continuing to develop resources, refine our goals, and educate our employees and stakeholders across relevant areas of our business and supply chain. This is an ongoing process and to that end, we aspire to continue to work with the industry to make an impact within our sphere of influence.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 31 December 2023 for Awaze Vacation Rentals Limited. It was reviewed and approved by the directors on 16 April 2024.

**Henrik Kjellberg**

Awaze Group CEO and Director of Awaze Vacation Rentals Limited