

TUI GLOBAL EMPLOYMENT STATEMENT

We measure ourselves against the values **T**rusted, **U**nique, **I**nspiring.

This TUI Global Employment Statement considers the appropriate implementation of fair labour practices in all our workplaces, treatment of employees of all levels with respect and consideration and compliance with applicable laws and industry standards.

We use the TUI Global Employment Statement as a tool to assist us in selecting and retaining business partners¹ who follow business practices consistent with our policies and values. As a set of guiding principles, the TUI Global Employment Statement also helps to identify potential complications so that we can work with our business partners to address issues of concern as they arise.

Our TUI Global Employment Statement commits us in particular to:



HUMAN RIGHTS

Human rights are the basic entitlement of individuals to lead a dignified life, free from abuse and violations, and able to express independent beliefs. We will not tolerate or condone abuses of human rights within our operations or supply chains. In accordance with applicable law, conventions and regulation we are committed to respecting human rights in the countries where we operate. We work to monitor, identify, mitigate and prevent human rights abuses in line with the UN Guiding Principles on Business and Human Rights, and will take remedial action where necessary.



NO DISCRIMINATION

We must not discriminate in recruitment and employment practices. Decisions about hiring, salary, benefits, training opportunities, work assignments, advancement, discipline and termination must be based solely on objective reasons, rather than on the basis of personal characteristics, such as race or ethnicity, national origin, gender, religion or conviction, age, disability or sexual orientation. No form of discrimination will be accepted.



NO FORCED LABOUR

No employee will be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political or personal views. We prohibit any involuntary employment, the trafficking of persons or any form of slavery, forced or bonded labour. We also prohibit any requirement that workers have to undergo excessive indebted labour. We also do not tolerate any other form of inhumane treatment of employees such as physical punishment or other abuse.



NO CHILD LABOUR

We don't employ people below the minimum age according to the International Labour Organisation (ILO) Convention No. 138 or the local minimum employment/mandatory schooling age, whichever is higher. We do not procure any goods or services from suppliers or service providers who use any form of child labour.

¹ In addition to the TUI Supplier Code of Conduct.



Salaries & Benefits

Salaries must equal or exceed the minimum salary required by law and legally prescribed benefits must be provided. Salaries must at least meet basic needs of our employees. The remuneration should reflect skills, performance and experience of our employees based on local competitive conditions. We seek business partners who progressively raise employee living standards through improved and transparent salary systems, benefits and other services, which enhance quality of life.



Freedom of Association & Collective Bargaining

We recognize and respect the right of employees to join and organize associations of their own choosing and to bargain collectively. We develop and implement mechanisms for resolving industrial disputes, including employee complaints, and ensure effective communication with employees and their representatives. In those situations in which the right of freedom of association and collective bargaining are restricted under law, we will aim at facilitating a parallel means of independent and free employee representation. We ensure that such employee representatives are not the subject of discrimination and that representatives have access to their members in the workplace.



Health and Safety

A safe and hygienic working environment must be provided, and occupational health and safety practices which prevent accidents and injury must be promoted.



Diversity

As a leading tourism company we develop a diverse, multinational workforce and leadership team reflective of the diversity of our customers, stakeholders and the countries and communities in which we operate.



People Development and Feedback Culture

We aim to attract and retain the most appropriately skilled individuals and invest in their career development. We seek to maintain a regular two-way flow of information with employees to maximize their identification with, and ability to contribute to, our business. We support a feedback culture with our group wide engagement survey of employees. We take the opinion of our employees seriously by deriving measures from the results of those surveys to make sure to give our employees a voice.



Implementation

Our approach with respect to the aforementioned commitments in all parts of TUI Group's operations and business activities is to provide appropriate resources, training, consultation and monitoring of this Statement. We will regularly review the relevant processes in place and strive to continuously improve this Statement and its underlying processes.

11th June 2018