

Statement of Commitment on Human Rights

We are happy to have you on board

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Purpose of this statement

The Kuoni Group is committed to respect human rights and seeks to avoid direct responsibility for and complicity in human rights abuses. Kuoni has outlined this as follows in the Kuoni Code of Conduct: "We aim to respect and proactively foster internationally-recognised human rights within our sphere of influence, especially the rights of the most vulnerable of our society.

We seek to avoid complicity in human rights abuses and to further develop appropriate response mechanisms." This statement outlines Kuoni Group's commitment on human rights in more detail.

Framework of reference

The Kuoni Group is committed to respect and support human rights as contained in

- [the Universal Declaration of Human Rights \(UDHR\)](#)
- [the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work \('ILO Core Conventions'\)](#)
- [the UN Guiding Principles on Business and Human Rights \(UNGPR\)](#)
- [the UN Global Compact Ten Principles](#)
- [the UN Tourism Organisations \(UNWTO\) Global Code of Ethics](#)
- [the UN Children's Rights and Business Principles \(CRBP\)](#)
- [and the OECD Guidelines for Multinational Enterprises.](#)

Scope of Kuoni Group's commitment

We recognize that the role of the private sector with respect to human rights is and must be fundamentally different from the role of states in protecting and guaranteeing these rights. However, we embrace the important role we do have. This statement of commitment applies globally to all management and staff of the entire Kuoni Group, as well as to our counterparts within our tourism supply chain. Where local legislation imposes more rigorous requirements, management of the business units in those countries must ensure that they comply with such requirements. We do not believe that it is appropriate for Kuoni to proactively promote individual rights and freedoms more widely in society, but we believe that we can, and do, influence others through leading by example. We also recognize that respect for human rights may sometimes require balancing competing interests and working within the reality of finite resources. Should such circumstances come to our attention, Kuoni Group is committed to seeking solutions that are in line with the spirit of respect for human rights and this statement of commitment. We recognise that achieving these standards presents unique challenges to our company towards which we are fully dedicated.

Prioritisation

Kuoni Group does not attribute more importance to one human right over another. However, we strive to prioritise our implementation efforts according to the severity of adverse impacts on affected rights holders and opportunities to advance human rights aligned with our degree of control and influence. An accurate context analysis is key to any of our activities related to the protection of human rights.

In particular, Kuoni Group commits to the following:

- Kuoni Group respects and fosters labour-related human rights, including non-discrimination, health & safety and fair wages, within its own operations and its touristic supply chain.
- Kuoni Group respects and promotes the rights of the child, including protection from sexual exploitation of children and adolescents in tourism, protection from child labour and trafficking.
- Kuoni Group conducts due diligence in regards to human rights and our business in selected sensitive destinations and promotes best practice.

Implementation and continued collaboration

Kuoni Group's Human Rights targets, key performance indicators and activities are published on the Kuoni Group website. Our intention is to drive towards concrete actions and their effective implementation. In particular, Kuoni Group aims at being a leader by example and by showcasing best practice within its business units and its touristic supply chain. Kuoni Group commits to a continued dialogue, collaboration and partnership with key stakeholders, including employees, suppliers, NGOs and others businesses and organisations as appropriate. Kuoni Group also encourages local ownership of this statement, and particularly fosters partnership with local key stakeholders.

Oversight and disclosure

Kuoni Group's commitment to the realisation of human rights is embedded in its Code of Conduct. Executive oversight, responsibility for the implementation and integration of this statement into Kuoni Group's core operations rests with the Group Executive Board. Kuoni Group's Corporate Responsibility department is responsible for coordinating the implementation. Through the course of their regular audits, the Group Internal Audit reviews and reports on the conditions of human rights within our operations. Kuoni Group is dedicated to monitor its progress in regards to human rights in an appropriate way. Annual progress reports will be published and disclosed on the Kuoni Group website.

Reporting of transgressions

Kuoni Group encourages the reporting of any transgressions against this statement. All employees of the Kuoni Group should address such reporting primarily to their superior. If the superior is part of the issue the matter should be addressed directly to the head of the relevant business unit or the Corporate Responsibility Department of the Kuoni Group. As a last resort, if the person reporting the issue fears retaliation and/or wants to report on a confidential basis, the Group Compliance Officer should be contacted. All communication to Kuoni's Group Compliance Officer will be treated as confidential and will not result in any disciplinary action or retaliation against the persons making them, provided they have not consciously abused this facility or committed any offence themselves. External stakeholders (individual, organisation, business or others) are advised to report any breach of this statement of commitment to the Corporate Responsibility Department of the Kuoni Group.

Contact details

Corporate Responsibility Department and Group Compliance Officer

Corporate Responsibility

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Approval and entry into effect

This statement of commitment was developed through an expert stakeholder consultation in 2011 and will be revised from time to time.

This statement of commitment has been approved by the Group Executive Board on 5 March 2012 and came into effect on 2012. This current version was revised in January 2014 and approved by the CEO.

On behalf of the Group Executive Board of the Kuoni Travel Holding Ltd:



Zubin Karkaria
Group Chief Executive Officer



Sibylle Baumgartner
Head of Corporate Responsibility

