

# VIKING

*Exploring the World in Comfort®*

## **Viking River Cruises (UK) Ltd**

### **Modern Slavery Transparency Statement**

Viking River Cruises (UK) Ltd (“We”, “us”) is committed to ensuring that there is no slavery or human trafficking in any part of its own business or supply chains. This statement sets out our current risk analysis and the steps that we have taken and those we plan to take to deliver on this commitment.

#### **Organisational Structure**

We are a company incorporated in England and Wales with company number 01283655 and are part of the Viking group of companies. Our business involves the marketing and sale of cruise package holidays. Our supply chain for these package holidays is described further below.

Our group of companies (known collectively as “Viking”) offers a choice of award-winning cruise options via our successful Viking River Cruises and Viking Ocean Cruises operations. Viking is the world’s largest river cruise line with over 60 river ships offering the greatest choice of accommodation and itineraries across Europe, Russia, China and Southeast Asia. “Viking Cruises”, “Viking River Cruises” and “Viking Ocean Cruises” are registered brand names.

In 2015, Viking Cruises introduced small ship ocean cruising to its portfolio and now boast four of the most beautiful ships at sea, *Viking Star*, *Viking Sea*, *Viking Sky* and *the Viking Sun*. New ships are already being built, including the Viking Orion and Viking Jupiter, which will take the ocean fleet up to a total of six ships in 2019. Along with an ever-expanding choice of itineraries – including the recently launched Around the World cruise – Viking is on course to become as successful on the ocean as it is on the river.

#### **Risk Analysis**

On the basis of our current knowledge, we consider the risk of modern slavery and human trafficking within our own business and our supply chains to be low.

We use a wide range of suppliers who provide services for the UK guests, UK offices and at UK based events in support of our business. These include third party suppliers, contractors and sub-contractors, some of which are based outside of the UK. For example, we have partnerships with several well-known organisations and provide sponsorship at several annual events in the UK.

With respect to the cruise holiday packages that we offer to our clients, the cruise element of the package is supplied by other non UK based companies within the Viking group. The flight element of

our cruise packages are supplied through our contractual relationships with well-known, reputable airlines.

### **Our Policies and Procedures**

We operate a zero tolerance approach to slavery and human trafficking within our business and our supply chains. We strive to demonstrate transparency and integrity across our business and expect both our employees and our suppliers to respect and comply with our values.

We have the following policies in place in the UK, aiming to ensure that we conduct our business in an ethical and transparent manner and to minimise the risk of modern slavery in our supply chains:

- Anti-Bribery and Corruption Policy – this sets strict limits for the giving or receiving of gifts or hospitality.
- Whistleblowing Policy – this encourages our UK employees to report any concerns relating to our direct activities or our supply chains including specific reference to modern slavery, human trafficking or child or adult enforced labour.

### **Further Steps**

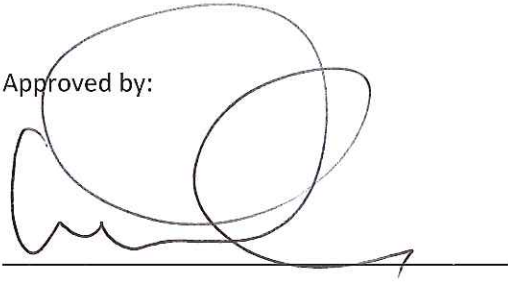
- In this financial year, we will be:
  - (a) looking to develop and implement an Ethical Labour Standards Policy. This policy will seek to promote the detection, prevention and reporting of slavery and human trafficking and will be issued to our employees, suppliers and partners
  - (b) reviewing our current UK based suppliers and partners with the intention of focusing on their practices and policies relating to modern slavery and human trafficking to ensure their compliance with the Modern Slavery Act;
  - (c) requiring all new UK based suppliers and partners to complete a modern slavery questionnaire and we will carry out further due diligence where we consider that there may be a potential modern slavery and/or trafficked labour risk;
  - (d) including appropriate contractual provisions within our terms and conditions of purchase to ensure that our suppliers are contractually committed to seeking to avoid the use of slave labour and trafficked labour;
  - (e) discussing with our non-UK based group companies which make supplies to us or our clients, the extent of due diligence carried out by those non-UK based group companies. Where we consider it appropriate and necessary, we will be requesting that those non-UK based group companies carry out enhanced due diligence on potential modern slavery risks;
  - (f) for our teams or managers who may be responsible for managing contracts and relationships with suppliers or partners, we are planning to provide training to seek to ensure that there is an appropriate appreciation of the risks associated with modern slavery and trafficking. We are also intending that such training includes examples of potential ways to recognise the warning signs modern slavery and trafficked labour along with an understanding of the procedure to be followed in the event of any suspicious activity taking place within our supply chains.

## Approval

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes our modern slavery and human trafficking statement for the financial year from 1 January 2018 to 31 December 2018.

This statement has been approved and signed by our Managing Director on 12 April 2018.

Approved by:

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke at the bottom, positioned above a solid horizontal line.

Wendy Atkin-Smith  
Managing Director, Viking River Cruises UK Ltd

