



# MODERN SLAVERY TRANSPARENCY STATEMENT

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## **VIKING RIVER CRUISES (UK) LTD**

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 Cruises 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.

Viking offers culturally enriching, destination-focused river and ocean cruises for travellers curious about the world, its rich culture and varied history.

Viking takes its guests on curated, elegant voyages to some of the most iconic rivers in Europe, Russia and Asia, allowing a unique window on inspiring destinations and rewarding experiences. Viking re-revolutionised river cruising with the introduction of its state of the art Viking Longships which, since their introduction in 2012, now make up 80 percent of its 72 strong river fleet.

Viking is quickly expanding its fleet and portfolio of river cruise itineraries to meet demand and has already launched seven new river vessels in 2019, including six Viking Longships and an additional ship specifically designed for Portugal's Douro River.

In 2015 Viking launched its maiden season of ocean cruising and in February 2019 Viking took delivery of its sixth ocean ship, Viking Jupiter, making it the largest small ship ocean cruise line.

## **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 Cruises 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 the previous two years we have implemented our Ethical Working Standards and surveyed our fifty top suppliers to ensure they are acting in line with our policies relating to the prevention of modern slavery. In this financial year, we will be:
  - a. implementing a training programme for our employees to raise greater awareness of our anti-bribery and corruption and whistleblowing policies. This will include how any concerns (including those relating to modern slavery) about company activities may be reported. It will cover how employees can access support using existing processes and a new company wide Ethics Hotline, operated by an independent provider.
  - b. monitoring our current suppliers and continuing to set expectations of new partners and suppliers in relation to their approach to slavery and human trafficking.

#### **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 2019 to 31 December 2019.

This statement has been approved and signed by our Managing Director on 18 June 2019.

Approved by:

A handwritten signature in black ink, appearing to read 'Wendy Atkin-Smith', written in a cursive style.

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