



Modern Slavery Policy

Adaptable Travel Limited

Financial Year Ending 31 July 2026

Our business, **Adaptable Travel Limited**, is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015. This statement relates to the financial year ending 31/07/2026.

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

- a. We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation;
- b. We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain, and we confirm the following:

- i. We confirm that within our own business, no relevant offence relating to slavery or human trafficking has been committed.
- ii. We have made enquiries of businesses that supply directly to us and we are confident that no relevant offence is committed in that business.
- iii. Insofar as it was reasonably practicable, we have examined our supply chains and:
 - confirm that we found no evidence of slavery or human trafficking;
 - we are taking steps to alter our supply chain to avoid such offences;
 - where concerns arise, the supplier in question will be required to confirm that steps are being taken to avoid the offences; we will keep the situation under review and will alter our supply chain if necessary.

Further details about our business and supply chain are provided below.



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Our Business

Adaptable Travel Limited is a UK-based educational school tour operator, founded in 1994. We arrange subject-specific trips for secondary and primary school groups to destinations across the UK, Europe, and the USA. Our trips are designed to support the curriculum, providing pupils with first-hand experience of history, science, art, geography, and other disciplines in context.

Our Business Structure

Adaptable Travel Limited is a wholly owned subsidiary of Adaptable Travel Holdings Limited, which holds 100% of the shares in the company. There are no other associated entities within the group. The business operates as a single trading entity with a small, experienced team spanning sales, operations, finance and marketing, led by a director-level management structure.

Countries of Operation

We operate primarily in the United Kingdom and across European destinations, including France, Germany, Spain, Italy, the Netherlands, and Belgium. We also arrange trips to other regions of the world outside Europe, including the United States of America, Morocco, Japan, and China. Our supplier relationships, therefore, span multiple regulatory environments with varying levels of labour protection.

Our Supply Chain

Our supply chain is international and includes the following categories of suppliers and partners:

- Overseas accommodation suppliers, including hotels, hostels, and school group accommodation providers
- Ground handlers and local transport operators in destination countries
- Activity and excursion providers, including guides, venues, and experience operators
- Restaurants and catering providers supplying meals to our school groups
- UK-based contractors and service providers, including transport companies and administrative suppliers



ABTA
Travel with confidence

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We recognise that the travel and tourism sector carries an elevated risk of exposure to modern slavery, particularly in supply chains operating in countries where labour protections may be less robust than in the UK. We are taking active steps to build greater visibility and accountability across all areas of our operations.

Responsible Person

The person in our business responsible for assessing matters relating to slavery and human trafficking is: **Ian Webb, Managing Director.**

Steps Taken to Address Modern Slavery Risk

Whistleblowing Policy

We have a whistleblowing policy in place that enables staff to raise concerns confidentially, including concerns relating to modern slavery or labour exploitation in our business or supply chains.

Staff Awareness and Training

We have provided training to our staff to help them understand what modern slavery looks like, how it may present in a travel and tourism context, and how concerns should be reported. We intend to repeat this training annually.

Supplier Enquiries

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement regarding slavery and human trafficking, or can demonstrate an equivalent commitment to ethical trading standards.

Supply Chain Due Diligence

We have identified the following areas of our supply chain as carrying the greatest risk and are working to strengthen our due diligence processes in these areas:

- Overseas accommodation suppliers
- Ground handlers and local transport providers
- Activity and excursion providers
- Restaurants and catering providers
- UK-based suppliers and contractors where subcontracting may occur



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Employee Reporting

We encourage all employees to report any matters relating to slavery or human trafficking in our supply chains of which they become aware. Concerns can be raised confidentially through our whistleblowing policy without fear of reprisal.

Our Commitments for the Year Ahead

During the 2026/27 financial year, we intend to:

- Introduce ethical trading expectations into our supplier agreements
- Extend our due diligence processes to higher-risk supply chain partners
- Continue annual staff training on recognising and reporting modern slavery
- Review and update this statement each financial year

Approval and Sign-off

This statement has been approved by the board of directors of Adaptable Travel Limited and signed by a director.

Signed: 

Name: Ian Webb

Position: Managing Director, Adaptable Travel Limited

Date: 10/02/2026



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