

PURO is strongly opposed to slavery and human trafficking and is committed to ensuring that the working place as well as Business Partnerships are free from any involvement with modern slavery or human trafficking.

PURO is confident that there is no slavery or human trafficking within the organisation and do not support or knowingly deal with any organisation involved in modern slavery or human trafficking. PURO does not permit any mental or physical coercion, slavery or human trafficking and takes special care to identify this type of abuse in its commercial environment, including on the premises operated by PURO Group.

### **Modern Slavery Statement**

PURO focus on Human Rights and prevention of Human Trafficking in all aspects of the business, including throughout the Supplier chain and with PURO's Business Partners. The Policies in place reflect the principles contained in the United Nations Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights.

PURO has a target of providing a safe and healthy working environment for all Team Members:

- All Team Members have an employment contract according to local labour code
- No Team Member are forced to work
- No Team Member have to pay a fee to work in PURO, PURO do not ask for money or charge fees to the applicant as part of the application process
- No Team Member is forced to hand over any IDs/Bank cards or other personal documentation to work in PURO
- No excessive fees are deducted from the wages
- PURO will not accept child labour in the operations, nor by the business partners and suppliers
- Each Team Member has the right to an uninterrupted period of paid annual leave
- PURO provides the Team Members with safe and hygienic conditions in the workplace
- Each Team Member has the freedom to participate, the freedom of speech and the freedom to associate
- PURO strictly prohibits discrimination in the workplace against Team Members on the basis of gender, age, race, religion, nationality, political opinion, union membership, ethnic origin, religion, sexual orientation, employment of limited or indefinite duration, full-time or part-time employment
- Each Team Member has equal rights for performing the same responsibilities, including equal compensation for the same work
- PURO provides a working environment free of physical, psychological or verbal abuse, the threat of sexual or other abuse or harassment
- PURO applies Grievance procedures

### **Human Trafficking Statement**

PURO do not accept human trafficking in any area of PURO's operations, regardless of whether they are employed in PURO, for a Business partner or Supplier.

Team Members in PURO are trained to watch out for the signs of Human Trafficking and are informed about the documented procedure for how to handle suspicious situations as part of the Contingency Plan.

The procedure for Human Trafficking is a part of the Crisis Management procedure and has a special focus on:

- Sex trafficking in Operations

Hotels are exposed to the risk of sex trafficking. Traffickers may rent rooms for their victims, Sex buyers may bring victims to their rooms, victims may circle around in the hotel looking for sex buyers under the supervision of the traffickers

- Commercial sexual exploitation of children
- Labour Trafficking in Operations

Hotels may employ victims through subcontractors without being aware of how they are treated. Examples of how such victims may be abused is that part of the salary is withheld, ID documents are confiscated, creating debts, and other types of threats

- Labour Trafficking in the Construction

Like in the hospitality industry, construction industry is also exposed to Labour trafficking.

- Labour Trafficking in the Supply Chain Through the Code of Conduct PURO strive to eliminate the exposure of Labour trafficking in the entire Supply Chain.