AVENUE TWO TRAVEL

PUBLIC STATEMENT OF SUPPORT FOR HUMAN RIGHTS AND JEDI PRINCIPLES

Avenue Two Travel exists to help people see the world, and we believe that the way we do business should reflect respect for the people who make that possible — our employees, our independent contractors, our clients, our suppliers, and the communities and destinations we serve. This statement affirms our public commitment to human rights and to Justice, Equity, Diversity, and Inclusion (JEDI) as principles that guide how we operate, everywhere we operate.

Our Commitment to Human Rights

Avenue Two Travel is committed to respecting the human rights of everyone affected by our business, in line with:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs);
- The International Bill of Human Rights, including the rights set out in the Universal Declaration of Human Rights; and
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

This means we work to avoid causing or contributing to adverse human rights impacts through our own activities, and to use our influence to prevent or mitigate impacts linked to our business relationships, including our suppliers, agents, and travel partners. We work to prevent human trafficking, slavery, forced labor, or unlawful child labor in any part of our organization or supply chain, and we expect the same commitment from everyone we do business with.

Our Commitment to JEDI

Our Core Values call on every member of our team to be a citizen of the world, to celebrate diversity, and to respect everyone. We carry that commitment forward through JEDI: Justice, Equity, Diversity, and Inclusion. We are committed to a workplace where every employee has a genuine opportunity to participate and contribute, where compensation and advancement are based on merit and role requirements rather than bias, and where differing backgrounds and viewpoints are welcomed rather than merely tolerated.

How We Put This Into Practice

- We provide equal employment opportunities to all employees and applicants, and we prohibit discrimination and harassment of any kind.
- We maintain fair, equitable, and transparent compensation practices, beginning at the point of hire.
- We give every employee a voice through regular, confidential feedback channels, and we protect anyone who raises a concern in good faith from retaliation.
- We hold our suppliers, contractors, and partners to standards consistent with these commitments, and we act when we learn of a violation.
- We hold ourselves accountable through governance oversight, training, and periodic review of our human rights and JEDI practices.

This statement is supported by our Human Rights and JEDI-Based Action Policy, which sets out the scope, principles of action, and governance arrangements that give effect to these commitments in day-to-day practice. Avenue Two Travel will review and, where appropriate, update this statement periodically to ensure it continues to reflect our practices and commitments.