



## Modern Slavery Statement

### Introduction

Helloworld Travel Limited ('HLO', 'Helloworld Travel', or 'the Group') is an Australian public company listed on the Australian Securities Exchange. HLO is the parent company for the HLO Group and submits this statement on its own behalf and on behalf of its wholly owned subsidiaries (together the Group).

Helloworld is committed to conducting business ethically and with integrity and transparency in its dealings. Helloworld will not tolerate any form of modern slavery or human rights abuse in its operations or supply chain.

This Modern Slavery Statement is made under the *Modern Slavery Act 2018* (Cth) (the Act) for the year ended 30 June 2025.

### What is Modern Slavery?

Modern Slavery refers to exploitation where coercion, threats, or deception are used to exploit victims and undermine their freedom. It includes human trafficking, forced labour, debt bondage, slavery, servitude and child labour.

### Our Business

Helloworld Travel is a leading Australian and New Zealand travel distribution company comprising retail distribution travel networks, destination management services (for inbound into Australia, New Zealand and South Pacific travel), air ticket consolidation, wholesale leisure services (domestic and international), accommodation management operations, online operations, and coach operations.

Helloworld's retail distribution operations include Helloworld Travel, Australia and New Zealand's largest network of branded and co-branded franchised travel agents, Magellan Travel, Helloworld Business Travel, My Travel Group, The Travel Brokers, Alatus, Independent Travel Group, Select Travel Group, Mobile Travel Agents, Independent Travel Advisors, You Travel Group, First Travel Group, Barlow Travel Group Limited and Gilpin Corporate Travel.

Helloworld's wholesale travel businesses in Australia and New Zealand include VIVA Holidays, Ultimate Journeys, VIVA Gold, ReadyRooms, Cruiseco, Creative Cruising, GO Holidays and Williment Travel.

Helloworld's inbound operations in Australia, New Zealand and Fiji include AOT Inbound, ATS Pacific and ETA (Experience Tours Australia) while our coach operations in Fiji is Tourist Transport Fiji (TTF).

Helloworld Travel's main business operations are located in Australia, New Zealand and Fiji.

The Group has over 900 personnel located in Australia, New Zealand, Fiji and Greece, and over 2,600 members of its travel agency and broker networks in Australia and New Zealand.

It is a fundamental principle of Helloworld that all business dealings and interactions with all employees, clients, customers, suppliers, and the general public are conducted professionally, legally, ethically and integrity at all times.

## **HLO Policies**

The Group has several policies in place underpinning our governance framework to address and mitigate modern slavery risks in our business and supply chains.

### Anti-Bribery and Corruption Policy

We take a zero-tolerance approach to bribery and corruption and are committed to conducting our business with honesty, integrity and the highest personal and professional ethical behaviour standards. The Anti-Bribery and Corruption Policy sets out the Group's responsibilities and the responsibilities of third parties we deal with in observing and upholding our position on bribery and corruption, including potential risks to modern slavery, and provides information and guidance to our employees on how to address these issues.

### Code of Ethics and Conduct

Our Code of Ethics and Conduct applies to Directors, employees, consultants and contractors setting out fundamental principles of business conduct expected by the Group in accordance with the law. It requires all to act with honesty, integrity and fairness to avoid conflicts and to commit to a high standard of professionalism.

### Diversity Policy

We recognise the importance of having and being able to attract, motivate and retain a diverse team. The Diversity Policy identifies the minimum standards which are designed to foster a culture that values and promotes workplace diversity, flexibility and inclusion.

### Risk Management Policy

The Risk Management Policy sets out our risk management approach to the use of best practice to enhance and support the activities in all business functions, create a culture that identifies awareness of potential exposure and the opportunities created by risk enabling the use of risk mitigation to minimise reasonably foreseeable harm to people, disruption to operations and damage to reputation.

## Whistleblower Policy

The Whistleblower Policy applies to all employees, Directors, officers and suppliers. It provides a framework to support the raising of concerns about conduct that is inappropriate within the Group and to protect those who raise concerns, including discriminatory treatment, dismissal or reprisal and breaches of their confidentiality.

This Statement was approved by the Helloworld Board on 10 December 2025 on behalf of all reporting entities covered by this Statement and is signed by the Managing Director.

A handwritten signature in black ink, appearing to read 'Andrew Burnes', with a long, sweeping horizontal line extending to the right across the text area.

Andrew Burnes AO  
CEO and Managing Director  
Helloworld Travel Limited