

## **UK AND AUSTRALIA JOINT MODERN SLAVERY STATEMENT**

This Statement is made pursuant to Section 54 of the United Kingdom's Modern Slavery Act 2015 (hereafter the "UK MSA") and Section 14 of the Australian Modern Slavery Act 2018 (hereafter the "Australian MSA"). It sets out the steps that Tripadvisor LLC and its subsidiaries (including but not limited to Tripadvisor Limited and Viator Inc.), hereafter referred to collectively as "Tripadvisor", have taken and will continue to take in order to prevent acts of modern slavery and human trafficking from occurring in their business and supply chains.

### **1. Our Commitment**

At Tripadvisor, we are committed to operating in a responsible and ethical manner. We recognise that slavery, servitude, forced and compulsory labour, and human trafficking (also known as "modern slavery") are serious crimes and global human rights issues. We take seriously our responsibility to comply with the UK MSA and Australian MSA and to play an active role in preventing and combating modern slavery.

This Statement includes a description of our efforts to identify and mitigate the risk of modern slavery in our business and supply chains, as well as the policies and processes we have in place to prevent and report non-compliance.

### **2. Our Structure and Operations**

Tripadvisor is a leading online travel company and our mission is to connect people to experiences worth sharing. Tripadvisor operates a global travel guidance platform that connects the world's largest audience of prospective travellers with travel partners through rich content, price comparison tools, and online reservation and related services for destinations, accommodations, travel activities and experiences, and restaurants. For more information about Tripadvisor, please visit our corporate website at <https://tripadvisor.mediaroom.com/us-about-us>; to learn more about our operations and financial information please visit our Investors page at <https://ir.tripadvisor.com/>.

### **3. Assessment of our Modern Slavery Risk**

Modern slavery is an umbrella term that covers the illegal exploitation of people for commercial or personal gain. This includes, but is not limited to, forced labour, prison labour, indentured labour, debt servitude, and human trafficking. At Tripadvisor, we are committed to identifying and addressing modern slavery risks in both our own operations and our supply chains.

We consider the risks of modern slavery and human trafficking occurring in our direct business operations to be relatively low given that our workforce is made up of largely professionally qualified or skilled personnel. We do acknowledge, however, that potential risks could be present in our supply chains. While Tripadvisor does not directly operate any of its travel activities, experiences, restaurants, hotels, or accommodations, we are conscious of the supply chain issues that face the travel industry and are committed to continually identifying new means of identifying and mitigating these risks.

## 4. Addressing Modern Slavery Risks

### 4.1 Policies

Tripadvisor is committed to acting ethically and with integrity in all of its business relationships. We have a number of policies and processes that form part of our approach to ethics, human rights, and modern slavery. These include our Code of Business Conduct and Ethics (the “Code”) that requires all directors, officers, employees, contractors and consultants to uphold high standards of honest, lawful, and ethical conduct. The Code requires such persons to report any violations to our Compliance team.

Through both the Code and our Whistleblower Policy, we prohibit any retaliation against those who make good-faith reports of concerns about the lawfulness of any of our business practices, or breaches of the Code. In addition, to ensure that our employees are not subject to undue influence and are treated fairly and with respect, Tripadvisor has human resource and compliance policies and procedures, as well as recruitment process and training, in place across all of our operations. We regularly review these policies to ensure that they are up to date and in line with current industry standards.

One of Tripadvisor’s corporate values is to respect fundamental human rights. We are committed to identifying and addressing human rights risks and believe that we can use our platform to effect positive change in people’s lives.

For many years we outlined our commitment to human rights in the Code. In 2021 we took the step to codify our commitments in a Global Human Rights Policy (hereafter the “HR Policy”, available at <https://tripadvisor.mediaroom.com/us-about-us>). The HR Policy applies to all directors, officers, employees, consultants and contractors within our company. Those covered are all expected to read the HR Policy, uphold the standards it sets out, and are encouraged to promptly raise any concerns regarding human rights infringement. Tripadvisor is also dedicated to working with suppliers who share our commitment to ethical standards of business, and we are committed to continuing to find ways of promoting these principles with our partners.

### 4.2 Employee Training

During new hire orientation and training, all recently hired employees receive training and a copy of the Code, as well as other human resource policies and procedures. Each year, our employees are required to certify that they have reviewed the Code and other key policies. In addition, most of our contractor and consultant population are required to complete similar training.

### 4.3 Industry Initiatives

Modern slavery is complex and we believe strongly that working together with others to identify risks and best practices will be the most effective way to bring change in this area. In line with this, we are part of a number of industry forums and working groups and have signed the Private Sector Commitment to the United Nations World Tourism Organization (“UNWTO”) Global Code of Ethics for Tourism. This code of ethics is a comprehensive set of principles designed to guide key-players in tourism development.

### 4.4 Travel Suppliers and Third Party Vendors

Though Tripadvisor does not operate any of the travel activities, experiences, restaurants, hotels or accommodations described on our platform, we are attentive to the existence of supply chain issues

within the travel industry in which we operate. As such, we ask our business partners, vendors, suppliers and clients to confirm in our agreements with them that they comply with all applicable laws and regulations, which include those laws and regulations that relate to modern slavery.

## **5. Assessing Effectiveness**

We conduct periodic internal reviews of our suppliers and third-party vendors to identify opportunities for improving risk identification and mitigation, which include, among other aspects, the examination of our vetting tools. We are committed to continuing this process of enhancement and improvement and building on the progress we have already made.

## **6. Consultation**

As set out in the opening paragraph, this Statement has been prepared on behalf of Tripadvisor LLC along with its subsidiaries, with specific input garnered from all the relevant reporting entities (Tripadvisor LLC, Tripadvisor Limited, and Viator, Inc.). We have taken care to communicate the commitments made in this Statement to each reporting entity, noting that they are subject to the same policies set out in this Statement.

## **7. Looking Ahead**

We will continue to further improve our practices and processes to help combat modern slavery.

This Statement has been approved by Tripadvisor's Compliance Committee, the Board of Directors and/or Board of Managers, as appropriate, of each of the entities listed below.

TRIPADVISOR LLC  
TRIPADVISOR LIMITED  
VIATOR, INC.  
VIATOR SYSTEMS PTY LIMITED



October 18, 2023  
Linda C. Frazier  
Manager/Director