

Modern Slavery Statement

MAMS Sports Tours

Approved By: Director, MAMS Sports Tours

Review Frequency: Annually

Modern Slavery Statement

1. Our Commitment

MAMS Sports Tours is committed to conducting its business ethically, responsibly, and with respect for human rights. We recognise that modern slavery, human trafficking, forced labour, bonded labour, child labour, and exploitation are serious violations of fundamental human rights and have no place in our organisation or supply chain.

We are committed to taking reasonable steps to prevent modern slavery in all aspects of our operations and expect the same high standards from our employees, suppliers, contractors, service providers, and business partners.

2. About MAMS Sports Tours

MAMS Sports Tours is an education and sports travel organisation that designs and delivers domestic and international sports tours, educational exchanges, training camps, and experiential learning programmes for schools, colleges, sports academies, and educational institutions.

Our services include:

- International sports tours
- Domestic sports tours
- Educational travel programmes
- Accommodation arrangements
- Transportation
- Sports training camps

- Tournament participation
 - Cultural exchange programmes
 - Event management
 - Student safeguarding and travel support
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3. Our Values

Our operations are guided by the principles of:

- Integrity
- Respect
- Fairness
- Accountability
- Transparency
- Inclusion
- Student welfare
- Ethical business conduct

These values underpin all decisions relating to employment, procurement, partnerships, and supplier engagement.

4. Our Supply Chain

Our supply chain includes a range of service providers, including:

- Hotels and accommodation providers
- Airlines and transport operators
- Travel agencies
- Sports academies and training providers
- Educational institutions
- Event organisers
- Catering providers
- Equipment suppliers
- Insurance providers
- Visa support agencies
- Tour guides
- Ground handling companies

While we believe the overall risk of modern slavery within our operations is relatively low, we recognise that risks may arise within complex domestic and international supply chains.

5. Identifying Risks

We acknowledge that modern slavery risks may exist where:

- Services are outsourced to third parties.
- Labour-intensive services are used.
- Suppliers operate in jurisdictions with weaker labour protections.
- Temporary or seasonal labour is employed.
- Recruitment practices lack transparency.

We are committed to remaining vigilant and addressing these risks appropriately.

6. Due Diligence

To minimise the risk of modern slavery, MAMS Sports Tours seeks to:

- Work with reputable suppliers and partners.
 - Consider suppliers' commitment to ethical employment practices.
 - Include expectations relating to legal and ethical compliance in supplier relationships where appropriate.
 - Avoid working with organisations known to engage in exploitative labour practices.
 - Review supplier relationships periodically.
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7. Employment Practices

MAMS Sports Tours is committed to fair employment practices by:

- Providing lawful terms of employment.
- Prohibiting forced, compulsory, or bonded labour.
- Prohibiting child labour in violation of applicable laws.
- Respecting employees' freedom of association where recognised by law.
- Providing a workplace free from discrimination, harassment, intimidation, and abuse.
- Paying employees in accordance with applicable employment laws and contractual obligations.

No employee will be required to surrender identity documents, pay recruitment fees, or work under coercion.

8. Supplier Expectations

We expect suppliers and business partners to:

- Comply with applicable labour laws.
- Prohibit forced labour and human trafficking.
- Prevent child labour.
- Provide safe and healthy working conditions.
- Treat workers fairly and with dignity.
- Maintain lawful wages and working hours.
- Cooperate with reasonable requests relating to ethical business practices.

Where serious concerns arise, MAMS Sports Tours reserves the right to review or terminate the business relationship.

9. Reporting Concerns

Employees, contractors, suppliers, and business partners are encouraged to report any concerns relating to:

- Forced labour
- Human trafficking
- Child exploitation
- Worker abuse
- Unsafe working conditions
- Exploitative recruitment practices
- Any suspected violation of this statement

Reports should be made to the Director or an authorised senior manager and will be treated confidentially to the extent possible.

10. Training and Awareness

MAMS Sports Tours will seek to raise awareness among relevant personnel regarding:

- Modern slavery risks
- Ethical procurement
- Responsible supplier engagement

- Human rights
- Reporting procedures

Training may be provided periodically to staff whose roles involve procurement, supplier management, travel operations, or international partnerships.

11. Continuous Improvement

We are committed to continuously improving our approach to preventing modern slavery by:

- Reviewing policies and procedures.
 - Monitoring supplier relationships.
 - Strengthening due diligence where appropriate.
 - Promoting ethical business practices throughout our operations.
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12. Governance

Responsibility for implementing this statement rests with the Director of MAMS Sports Tours, who will oversee its communication, periodic review, and ongoing effectiveness.

13. Review

This Modern Slavery Statement will be reviewed periodically to ensure it remains appropriate to the nature and scale of MAMS Sports Tours' operations and reflects developments in legal and ethical best practices.

Declaration

MAMS Sports Tours is committed to respecting human rights and maintaining the highest standards of ethical conduct across all aspects of its operations. We will continue to work with employees, suppliers, schools, sports organisations, travel partners, and service providers to help prevent modern slavery and human trafficking, while fostering a culture of integrity, transparency, and accountability.