

Modern Slavery Act Transparency Statement

We believe in promoting human rights throughout our business and our supply chain. We are very committed to improving our practices and putting in place formal systems to combat modern slavery and human trafficking. We are therefore confident of the steps we have taken to ensure there is no modern slavery or human trafficking in Excalibur Holdco Limited and its subsidiary companies, including not limited to Wowcher Limited, LivingSocial Limited, and LivingSocial Europe Limited (the 'Excalibur Group Companies').

Organisation's structure

Wowcher.co.uk host websites offering daily voucher deals and online discounts for local services, travel and goods. We are a part of the Excalibur Group Companies, and our ultimate parent company is Excalibur Holdco Limited, which has its head office in England. The Excalibur Group Companies operate in the United Kingdom and Ireland.

Our business

Our main operations and decision-making processes are based in the UK, specifically in and around London where we have our head office. In addition, we have offices in Derby and Manchester. We also operate from Bristol and Glasgow. Our fulfilment and warehousing is UK based.

Our employees

Our employees are a very important part of Wowcher and its success and we do our utmost to ensure that they are well looked after and fairly treated and paid, no matter where they are based in the world.

The well-being of our employees is important and we endeavour to ensure that our employees have a balanced work/home life.

All employees have access to a 24 hour staff helpline that they can contact for confidential advice and support on a range of issues or practical and emotional challenges that they may encounter.

Our supply chains

We adopt a zero tolerance policy to slavery and human trafficking. We consider that we have minimised any risk of human rights abuses by requiring our contractors, suppliers and developers to contractually agree to comply with all aspects of the Modern Slavery Act 2015 and to act in line with our values.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, mandatory training is provided to our staff to raise awareness of these issues.

Due diligence processes for slavery and human trafficking

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Further Steps

We take our duties under the Modern Slavery Act very seriously and will continue to take the measures outlined above, and any others that we identify during the year, that reduces our exposure to modern slavery, human trafficking or other human rights abuses in our supply chains and that widens the awareness of the issue within our business.

We intend to take the following further steps to combat slavery and human trafficking:

- Continue to monitor, evaluate and review our suppliers and ensure that they comply with our Modern Slavery Policy; and
- Continue to implement a training programme throughout our business to alert all of our employees/supplier facing employees to the risks of Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Excalibur Group's modern slavery and human trafficking statement for the financial year ending 30 September 2024.