



AIRBNB UK - MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is published pursuant to section 54 of the Modern Slavery Act 2015 and constitutes the Airbnb UK Modern Slavery and Human Trafficking Statement for the financial year ending 31 December 2017. It sets out the steps taken to ensure that modern slavery is not present in our UK business and its supply chains. For the purposes of this statement, the term 'modern slavery' encapsulates slavery, servitude, forced or compulsory labour and human trafficking.

OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS

Airbnb is a people-to-people platform connecting hosts and guests across 81,000 cities in over 191+ countries. Since it was founded in 2008, 400 million guests have arrived at Airbnb listings around the world and the number of homes shared on our platform has reached nearly five million.

Airbnb has 31 offices globally and employs approximately 4,000 people, including 80 at our UK office in London. Our ultimate parent is Airbnb, Inc. which is based in San Francisco, California.

Further details about our business and companies in the UK can be found at: <https://press.airbnb.com/about-us/> and <https://www.airbnb.co.uk/about/company-details>.

Our UK business is office-based and our supply chain provides a range of goods and services in support of office operation (including the provision of cleaning, IT and technology, professional services, and business travel).

OUR POLICIES ON MODERN SLAVERY

We will not tolerate modern slavery in our supply chains or in any part of our business. We are committed to ensuring that there is transparency in our own business and to tackling any modern slavery in our supply chains. We expect the same standards from our suppliers and contractors.

Our Code of Ethics and employment handbook reflect our commitment to ethical business practice and corporate citizenship. We are reviewing the Code of Conduct and other existing policies and procedures relevant to modern slavery, and will develop and update these as necessary to reflect our policy commitments.

We will ensure consistent messaging of these policies is distributed throughout our business and management at all levels, as well as in our supply chains.

DUE DILIGENCE AND STEPS TAKEN TO ELIMINATE RISKS

The nature and scale of our business in the UK is such that the risks of modern slavery are low. We have rigorous employment policies and practices, and have no evidence to suspect that modern slavery is present within our business.

Having assessed our supply chain, and given the nature and scale of our business and supply chains in the UK, we consider the risks of modern slavery are low. We have, however, updated our procurement process to require suppliers, where appropriate, to provide information on modern slavery risks.

TRAINING

Employees are trained on an ongoing basis on topics relating to ethics and compliance. We will continue to identify ways to improve employee and supplier awareness of our efforts to eliminate modern slavery from our business and supplier chain, and will continue to keep abreast of information on global risks of modern slavery.

OUR EFFECTIVENESS IN ELIMINATING MODERN SLAVERY

We will review the effectiveness of the measures we take in ensuring that there is no modern slavery in our supply chains, and we will use this to inform the development of our procedures and best practices.

This Statement was approved by the Board of Directors of Airbnb UK Limited and Airbnb Payments UK Limited.

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