

Human Rights Policy

Version 1.0 · Approved 28 August 2026 · Next review August 2027

UnityTrip is committed to respecting internationally recognised human rights in its own operations, in its supply chain, and in the way its platform is used. This commitment is guided by the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Scope

This policy applies to UnityTrip (a trading name of NZBN 9429033178714), including its directors, employees, and contractors, wherever they work. It also states what we expect of the suppliers and subprocessors we build on, and how human rights considerations are reflected in the platform itself.

Our commitments

- We do not use, and do not tolerate, forced labour, bonded labour, human trafficking, or child labour in any form.
- We do not discriminate on the basis of race, ethnicity, gender, religion, age, disability, sexual orientation, or any other protected characteristic, and we do not tolerate harassment.
- We respect freedom of association and the right to collective bargaining.
- We provide fair remuneration that supports an appropriate standard of living, and working conditions that meet or exceed the requirements of applicable law.
- We provide safe and healthy working conditions.

- We respect the privacy of the people whose data our platform processes, and handle personal data in accordance with our [privacy policy](https://unitytrip.com/privacy) (unitytrip.com/privacy) and applicable data protection law.

Salient issues for a company like ours

UnityTrip is a New Zealand software and services company. Our own workforce is small and office-based, so our most salient human rights exposures sit elsewhere, and we name them deliberately:

- **Traveller data.** The platform processes personal data about workforce travellers, including rosters and movements. We treat the privacy and security of that data as a human rights matter, not only a compliance one — see [security and trust](https://unitytrip.com/security) (unitytrip.com/security).
- **Fair treatment of travellers.** The platform allocates scarce seats among workers. Allocation is executed by a deterministic policy engine against published, auditable rules — the same decision for the same inputs, every time, with a recorded reason. Rule-based allocation with an audit trail is a structural protection against arbitrary or discriminatory treatment, and displacement and penalty decisions are explainable rather than discretionary.
- **Duty of care.** Organisations using the platform know where their travelling people are, which supports their safety obligations to workers moving through remote environments.
- **Supply chain.** Our principal suppliers are established technology providers, led by Microsoft (Azure), each of which publishes its own human rights and responsible sourcing commitments.

Governance and responsibility

Responsibility for this policy and for human rights matters sits at board level with the company's directors. The policy is reviewed at least annually, and whenever the company's operations, supply chain, or client base change in a way that alters its risk profile. UnityTrip is not currently certified against a social accountability management standard and does not hold a third-party CSR rating; at our current size we rely

on this policy, the governance stated in it, and the published commitments of our major suppliers.

Suppliers

We expect our suppliers and subprocessors to uphold the same standards this policy states: no forced or child labour, no discrimination, freedom of association, safe working conditions, and respect for privacy. We take these commitments into account when selecting suppliers, and we will not knowingly continue a supplier relationship that violates them.

Raising a concern

Anyone — employee, contractor, client, traveller, or member of the public — can raise a human rights concern with us through the [contact form](https://unitytrip.com/#contact) (unitytrip.com/#contact) or in writing to our registered office in New Zealand. Concerns are reviewed by a director. We do not tolerate retaliation against anyone who raises a concern in good faith, and where we cause or contribute to harm, we are committed to remediation.

Reporting

UnityTrip is below the thresholds at which formal modern slavery or human rights reporting obligations currently apply to it. As applicable reporting obligations arise — through growth or through legislation in the jurisdictions where we operate — we will meet them. In the meantime, this published policy, with its version history and review dates, is our public statement.