



Human Rights Policy

Our commitment

Swoop is committed to respecting human rights across our operations and throughout our work with partners.

As a B Corp certified travel company, we recognise our responsibility to operate in a way that respects the dignity, rights, and wellbeing of all people connected to our business. This includes our employees, partners, customers, and the communities in which we operate.

We commit to respecting internationally recognised human rights standards, including:

- The United Nations Guiding Principles on Business and Human Rights
- The International Bill of Human Rights, including the Universal Declaration of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work

We believe that justice, equity, diversity, and inclusion are fundamental to respecting human rights. People come from different backgrounds and face different circumstances, and we see that as a strength. We are committed to creating conditions across our operations, partnerships, and the communities we visit where everyone is treated fairly, diverse perspectives are genuinely welcomed, and everyone feels they belong.

Responsibility in action

We aim to respect human rights through the way we operate our business and work with others.

- **Equity and inclusion:** We are committed to building a workplace where everyone can thrive. We believe that people bring different experiences, backgrounds, and perspectives, and that this makes us stronger. In practice, this means inclusive recruitment, fair and transparent pay, non-discrimination, and creating an environment where everyone genuinely feels they belong.
- **Upholding fundamental labour rights:** We support the core principles of the ILO, including the elimination of forced labour and modern slavery, the abolition of child labour, freedom of association, and the elimination of discrimination in employment.
- **Working responsibly with partners:** Our impact extends beyond our direct operations. We work with partners who share our values, and we aim to understand and manage risks within our supply chain, particularly in the destinations where we operate.

- **Respecting local communities:** We design our trips to contribute positively to the places we visit. This includes respecting local cultures and livelihoods, supporting conservation and community initiatives, and promoting responsible travel practices among our customers.
- **Addressing risks and concerns:** We provide accessible channels for employees, partners, and affected communities to raise concerns. Where issues arise, we seek to take appropriate action to prevent, mitigate, or remedy harm.

Approval and review

The Senior Leadership Team (SLT) is responsible for approving this policy and collectively accountable for ensuring our commitments to human rights, justice, equity, diversity, and inclusion are embedded across all business activities to the best of our abilities. The Head of Sustainability and Head of People and Culture leads day-to-day implementation. This policy is reviewed annually and updated as needed to reflect changes in our business, operations, and applicable standards.

Approved: 

Luke Errington, Founder and CEO, on behalf of the SLT

Last reviewed: June 2026