

AIRBNB MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Airbnb UK Limited, Airbnb Payments UK Limited, and Airbnb Ireland UC are publishing this statement consistent with section 54 of the Modern Slavery Act 2015. This statement covers the financial year ending 31 December 2020 for Airbnb UK Limited, Airbnb Payments UK Limited, and Airbnb Ireland UC. It sets out the steps taken to ensure that modern slavery is not present in our UK business and supply chain. 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 CHAIN

Airbnb is a platform connecting hosts and guests across 100,000 cities in over 220 countries. Since it was founded in 2008, over 800 million guests have arrived at Airbnb listings around the world and over 4 million hosts have shared their accommodations on our platform (as of September 2020).

Airbnb has offices in 24 cities globally and employs approximately 5,700 people, including approximately 70 people working at our UK office in London. Our ultimate parent company is Airbnb, Inc. which is based in San Francisco, California.

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

Part of our UK business is office-based; its supply chain provides a range of goods and services in support of office operations (including the provision of IT and technology, professional services, and business travel) and marketing services. The other part of our UK business provides payment processing services and its supply chain provides a range of services in support of payments processing and related compliance (including the provision of IT and technology and professional services).

OUR POLICIES ON MODERN SLAVERY

Airbnb will not tolerate modern slavery in our supply chain 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 chain. We expect the same standards from our vendors and contractors. Our Code of Ethics and employment handbook reflect our commitment to ethical business practice and corporate citizenship. We ensure consistent messaging of these policies is distributed throughout our business and management at all levels, as well as in our supply chain.

DUE DILIGENCE AND STEPS TAKEN TO ELIMINATE RISKS

Having assessed our supply chain, and given the nature and scale of our business and supply chain, we consider the risk of modern slavery in our UK supply chain to be low. We have rigorous employment and procurement policies and practices, and we have no evidence to suspect that modern slavery is present within our supply chain. Our procurement process requires all suppliers to our UK business to provide information on their policies and procedures to prevent modern slavery. We have not received in fiscal year 2020 any information from our suppliers that suggests modern slavery is present in our supply chain. We would investigate any information that suggests modern slavery is present in our supply chain.

TRAINING AND REPORTING CONCERNS

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 supply chain. We will continue to identify best practices and information that can be applied to our business and supply chains.

Airbnb maintains a hotline that allows employees to report concerns, including concerns related to the presence of modern slavery. Airbnb has a Whistleblower Policy that prohibits retaliation against anyone who raises a concern. Reports are investigated according to Airbnb policy and procedure.

OUR EFFECTIVENESS IN ELIMINATING MODERN SLAVERY

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

This Statement was approved by the Board of Directors of Airbnb UK Limited on May 27, 2021, Airbnb Payments UK Limited on May 27, 2021, and Airbnb Ireland UC on May 27, 2021.

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