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TESTIMONY ON SEXUAL MISCONDUCT AT MYUNIDAYS LTD.

VAT ID GB 130-053-865

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HEARING before the

INTERNAL COMMITTEE

of the

MYUNIDAYS LTD AND XXXXXXXXXXXXXXXX

FIRST SESSION

JANUARY 10TH, 2019 FOR INTERNAL USE ONLY, UNDER A NDA SIGNED BY BOTH PARTIES

COMMITTEE ON XXXXXXXXXXXXXXXX

XXXXXXXXXXXXX, MANCHESTER, HEAD OF OFFICE Staff Director

Subcommittee on Personnel

ZOE OGDEN, PEOPLE DIRECTOR/HUMAN RESOURCES FOR MYUNIDAYS LTD.

SITUL BAINES, GLOBAL GENERAL COUNSEL FOR MYUNIDAYS LTD.

STATEMENT OF MS. SITUL BAINES, GLOBAL GENERAL COUNSEL FOR MYUNIDAYS LTD.

OPENING STATEMENT

FIRST MEETING 10:00AM THURSDAY THE 10TH OF JANUARY, 2019.

S.B: ACCORDING TO THE INTEREST OF SOME JUNIOR EMPLOYEES WE,THE SUBCOMMITTEE ON PERSONNEL , MS. OGDEN AND MYSELF ARE DETERMINED ON BRINGING TO LIGHT AND CLEAR ANY ALLEGATIONS ON SEXUAL MISCONDUCT AND HARASSMENT BY ANY OF OUR SENIOR EXECUTIVES. THUS THE FORMATION OF THIS INTERNAL INVESTIGATION AND THE PRESENCE OF MS. GERALDINE RYAN, REPRESENTING THE WITNESSES IN THIS OCCASION.

X

X.X: Agreed by both MYUNIDAYS LTD. And the witnesses that will be reporting in this internal report, no witness identity will be revealed and they will be kept in anonymity according to the NDA agreement signed by both parties.

S.B: Exactly, from here on we will refer to the four witnesses in this report as: WITNESS

A

B

C

D

X.X: On this occasion we will question and hear the testimony of witness A.

S.B: MS. A, what was you position, job at MYUNIDAYS LTD.?

A: I occupied a junior marketing sales position.

X.X: Could you tell us the period of time you occupied this position and where was this position located?.

A: Between May 2017 to March 2018 and I was working at two CASTLE BOULEVARD, NOTTINGHAM.

S.B: What was your age at the time if you don't mind me asking?.

A: I was around 23 when I started working at that office.

S.B: And can you recall how many times you've met Mr Rathour between that period of time?

A: Many times, pretty much all the time. He would be all around the building so pretty much everybody knew him.

S.B: Ok, but many times is a very opened statement, would you say five times or a hundred times?.

A: I would say three times a week while I worked there.

X.X: Ms A. Let's discuss the issue that brings us here. What happened and when between yourself and Mr. Rathour that brings you here today?.

A: Well I was having my tea, it was early morning, I was standing next to a work friend, and chatting a bit, when Mr.Rathour came by walking and asked me aside for a second and told me, and I quote exactly because those words were terribly disturbing to hear. He said " Those pants look awful on you, would you like me to take them of for you"?. I didn't reply anything, he laughed and walk away.

S.B: Would you say that this could be a misunderstood joke of some kind?

A: Not at all, after that incident a couple of days later he called me to his office and asked me to go out for drinks with him. When I declined he didn't appreciate it at all. And from then on I was officially harassed, put on extra duties, and socially isolated. Eventually I was given

a choice to either get out or to keep enduring this kind of treatment, so I spoke to the human resources executive, explained what happened and was asked why I just wouldn't go out with him. Which made me feel disgusted and threatened.

Two weeks later I left MY Unidays.

S.B: Did anyone else knew about what was happening to you?

A: Of course, in fact I was made fun of by other senior executives.

X.X: Ms.A would you say that before this incident you enjoyed working at MYUNIDAYS?

A: Well, not that much, there were work mates crying for some crazy reason two or three times a week. I mean it was my first job at a big company, so I thought that this was normal and that it was because of the stress we where put under constantly.

S.B: We have to thank you for your honesty and bravery, being here today.

We are very sorry that this was your experience at our offices.

X.X: Ms.A is there anything else you would like to add to your statement?.

A: No, thank you.

X.X: Thank you for being here today.

X.X: We can conclude the hearing for the day. Take note that the time is 11:51 minutes.

X.X: When is the next hearing taking place?.

Z.O: The 21st of January.

S.B: Great to see you all.

OPENING STATEMENT

SECOND MEETING 10:11 MONDAY 21ST OF JANUARY, 2019.

STATEMENT BY XXXXXXXXX:

ACCORDING TO WHAT WAS DISCUSSED ON THE FIRST PAGE OF THIS REPORT. WE WILL INTERVIEW THE SECOND WITNESS OF THIS INQUIRY WHICH FROM NOW ON WILL BE REFERRED TO AS MS.B DUE TO THE ANONYMITY AGREEMENT BOTH PARTIES HAVE SIGNED, AND THE NDA ALSO SIGNED BY BOTH PARTIES. PRESENT HERE AS BEFORE ARE MS. ZOE OGDEN(Z.O) AND MS. SITUL BAINES (S.B) REPRESENTING MYUNIDAYS LTD. AND MYSELF REPRESENTING THE INTERESTS OF THE WITNESSES .

S.B: Good morning everybody, today we will be speaking and recording the second witness for this report, Ms.B would you be so kind to tell us when and where you worked for MYUNIDAYS?

B: I worked at 25 Epworth street in London between 2016 and 2018.

X.X: Ms.B what was your role at MYUNIDAYS

B: When I joined MYUNIDAYS I was an intern earning very little, and in the end I was in executive sales, but the whole nightmare came to be when I was in Junior sales.

S.B: Would you please tell us your age at the time of the alleged nightmare?

B: I was 25 at the time of the incident.

X.X: So is fair to say half the way in your short career at MYUNIDAYS?

B: I had just started in Junior Sales.

X.X: Well please go ahead and share your experience.

B: After 5 months working as an intern I was feeling annoyed that I was being paid so little, so I was about to quit. I had just broke up with my boyfriend at the time, so everything was not going that great for me. Suddenly I was offered a steady job working in sales and life lightened up a little. Three months later while working in sales I met and executive from the finance department and we started dating.

S.B: Sorry to interrupt you Ms.B could you tell us the name of this executive please?.

B: I rather not.

X.X: Ms.B I want you to be sure that nothing you say and no one you name will come out of this room, that's the reason NDA's are signed, to ensure you and other witnesses that everything they say will be safely guarded.

B: I know but I rather not anyway.

Z.O: Please continue with your recollection, thank you.

B: Well we dated for like six months, but he is married and everything so we would go to his other place in Essex. But we ended it when I found out I was pregnant and told him. He got furious and told me that this couldn't go on. That we had to stop it.

X.X: By any means were you forced into the relationship?

B: No, No I was blinded by him, I loved him.

S.B: Okey, Ms.B what happened then.

B: Well he didn't want me to have the child, he said things like, that I was too young, and that this would ruin my career, it would change my life and that he wouldn't be able to help me, money wise he meant because he's got other kids with his wife.

So he said that the best option was to terminate it and so that way, our lives would keep going normally.

X.X: Here I can see that you have no kids, should I assume that you terminated the pregnancy?.

B: Yes, he managed to arrange two weeks off from work from me, to go through with it.

S.B: Was your mental health stable at the time?.

B: I guess, I had to go through a psychological test and interview to go forward with it.

S.B: So you came back to work two weeks later like nothing happened?

B: Well, after a month of being back at work I got the position in Executive Sales. But he never spoke to me again. I came across him here and there, but nothing more than a "good morning".

X.X: Did you feel like it was safe to keep working in the enterprise?

B: Well, I didn't feel unsafe, but it just didn't feel right, I felt judged, because of course every body knew, and when he started dating another woman from junior sales I just couldn't handle it.

S.B: Ms.B, are you working at the moment?

B: Yes, I work in sales but I rather not give the name of the company.

Z.O: That concludes the story?

B: Yes.

B: Ms. Ryan I would also like to say that the human resources at time were fully aware of the situation, besides everyone in the Finance Department.

X.X: Ms.B Thank you so much for your time and your bravery and for being here today.

B: Thank you.

S.B: Ok, we conclude the meeting for today, please take note of the time 11:35.

X.X: When do we meet the next witness?

Z.O: We will meet again February 12

X.X: Great. We shall meet then.

THIRD MEETING OF THE INTERNAL COMMITTEE

TUESDAY 12, FEBRUARY 2019, 11:30AM

OPENING STATEMENT BY XXXXXXXXXXXX:

ACCORDING TO WHAT WAS DISCUSSED ON THE FIRST PAGE OF THIS REPORT. WE WILL INTERVIEW THE THIRD WITNESS OF THIS INQUIRY WHICH FROM NOW ON WILL BE REFERRED TO AS MS.C DUE TO THE ANONYMITY AGREEMENT BOTH PARTIES HAVE SIGNED, AND THE NDA ALSO SIGNED BY BOTH PARTIES. PRESENT HERE AS BEFORE ARE MS. ZOE OGDEN(Z.O) AND MS. SITUL BAINES (S.B) REPRESENTING MYUNIDAYS LTD. AND MYSELF REPRESENTING THE INTERESTS OF THE WITNESSES .

AS TO THIS DATE NONE OF THE ACCUSED OF ALLEGED MISCONDUCT WERE PRESENT, TODAY WE HAVE PRESENT IN THE CONFERENCE ROOM MR.JOSH RATHOUR ON, SITTING NEXT TO MS. BAINES AND MS.OGDEN. SITTING NEXT TO MYSELF IS MS.C.

THE RECORDING OF THIS INTERVIEW AND IT'S TRANSCRIPTION CAN AND ONLY BE USED FOR INTERNAL PURPOSE AND TO BE ONLY HELD BY THE MEMBERS OF THIS COMMITTEE.

X.X: Ms.C, could you please explain when and where you worked for MYUNIDAYS LTD.?

C: I still work for My Unidays at Castle Boulevard in Nottingham.

X.X: Ms.C When did you start working at MYUNIDAYS LTD.?

C: Around 2016, Josh recruited me himself.

X.X: And how has your experience been since then?

C: Well I would said, it's been amazing.

X.X: What's your position at the company?

C: I'm Mr.Rathour's personal assistant.

X.X: And what does implies, what are your day to day chores with Mr. Rathour?

C: Well, I make sure Mr.Rathour has every thing he needs, I'm his travel agent,I take care of his meetings, his calls all go through me, as he says I'm his laundry filter. (laugh).

X.X: So you could say you take care of his dirty clothes?

C: Not exactly, I mean that I do a lot of things for him.

S.B: How would you say is your relationship with Mr.Rathour?

C: I would say is great, we know each other very well and more than my boss he is like a friend.

X.X: You do your friends laundry?

C: Well no, but my friends don't pay me. (laughs).

Z.O: Ms.C You enjoy working at MYUNIDAYS?

C: Very much, it's my dream job.

Z.O: Did at any point Mr.Rathour made any inappropriate insinuation to you or any other staff members that you are aware of?

C: No, not at all, he is very polite and respectfull. I don't understand where are all these accusations coming from. My only experience with Mr.Rathour is that of a hard working brilliant man whome very much knows his place.

X.X: So to be clear Ms.C, you are telling us that you have never witnessed any wrong doing by Mr.Rathour himself, right?

C: In regards of sexual inappropriat behavior, no. I mean, that he can be stressfull sometimes, and rise his voice or curse, but that is just normal, we all get overwhelmed sometimes. But I have never whitnessed or been harassed by Mr.Rathour or any other colegue.

S.B: Well Ms.C I think we have no more questions for you, I'm glad to know that you are happy being part of the MYUNIDAYS family.

C: Glad I can help.

X.X: One more thing Ms.C and you let you go. Have your pay rate increased at some point?

C: Yes, just according to the NLW.

X.X: Fantastic, thank you very much for being here.

C: Pleasure to be here with you.

Z.O: Shall we conclude the meeting for today?.

S.B: Yes.

X.X: Agreed.

Z.O: Next meeting will be held Monday 25 of march at 11.00am

X.X: Great, let note the end of the meeting today at 12:10pm.

MONDAY 25TH,MARCH 2019 11:15 AM

FOURTH MEETING OF THE INTERNAL COMMITTEE

OPENING STATEMENT BY XXXXX:

ACCORDING TO WHAT WAS DISCUSSED ON THE FIRST PAGE OF THIS REPORT. WE WILL INTERVIEW THE FOURTH WITNESS OF THIS INQUIRY WHICH FROM NOW ON WILL BE REFERRED TO AS MS.D DUE TO THE ANONYMITY AGREEMENT BOTH PARTIES HAVE SIGNED, AND THE NDA ALSO SIGNED BY BOTH PARTIES. PRESENT HERE AS BEFORE ARE MS. ZOE OGDEN(Z.O) AND MS. SITUL BAINES (S.B) REPRESENTING MYUNIDAYS LTD. AND MYSELF REPRESENTING THE INTERESTS OF THE WITNESSES .

S.B:Good morning every one,I would like to start by thanking every one here for being a part of this process.

X.X: This process has been very enlightening.

S.B: Good morning Ms.D could you please start by telling us when and where you were a part of MMYUNIDAYS LTD.?

D: I started working at MYUNIDAYS headquarters, October 2015 and left before the holydays in december 2017.

X.X: Ms.D, what was your position at MYUNIDAYS?

D: I was a junior accountant.

X.X: Would you mind telling us how old you were at the time you began working at MYUNIDAYS?

D:I had just turned 26.

S.B: And did you enjoy working at the company?

D: To be honest, at the beginning was great, but as months went by I started seeing how other people were being treated, and things like that and thing. I mean you hear things, but once I was there I mean, I realized that some of them were actually happening.

X.X: What kind of things did you hear Ms.D?

D: Things like people being shouted and screamed at for doing what they were told and things like that.

S.B: But were you shouted at because of doing your job correctly?

D: Not me personally, but I saw it right in front of me. I suffered other kinds of non healthy situations.

X.X: Ms.D, give us an example please if you would be so kind.

D: In my personal experience, I found that Mr. Rathour was very grabby.

S.B: What do you mean by grabby Ms.D?

D: I mean like, I don't know, I mean, ok. For example when ever I met him around the office, like walking and things like that, he would put his hand in my waist while he talked to me, like really flirty you know.

X.X: But Ms.D did you have an intimate relationship with Mr. Rathour? Besides the work environment relation.

D: I mean, no. I mean he asked me out a couple of times. But said no. I was engaged.

S.B: Ms.D did you ever told him that you were not okay with him behaving around you this way?

D: I mean, I told him once, like in a very subtle way, and he kind of didn't like it, so I never said anything again. I mean, he is the head of the company, I don't want to be fired

S.B: Did you report this to anyone?.

D: I mean, I heard that other girls reported this kind of things, and they got in trouble and things like that.

Z.O: Ms.D have you ever been involved in any kind of romantic relationship with anyone at work consensually?

D: I mean.

X.X: Ms.D you don't have to answer that, it has nothing to do with this inquiry.

S.B: We can edit that later, don't worrie.

X.X: Okey.

X.X: Ms.D why and when did you leave MYUNIDAYS?

D: I left before before the holydays 2017,because I got married and my hubby didn't want me work any more.

X.X: Ms.D thank you very much for your time.

D: Thank you too for having me.

S.B: Good bye Ms.D.

S.B: So far we conclude the interviewing process.

X.X: Copies of this will be archived, the recording will be disposed of ones the transcription is complete.

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