



YOUR EMPLOYEES ARE TRAVELING: NAVIGATING THE NEW ERA OF DUTY OF CARE

**A Proportional, Active, and
Continuously Updated
Obligation in a Complex
Global Landscape**



THE HARDENING PRINCIPLE OF DUTY OF CARE

Beyond Policy Documents: A Proportional, Active, and Continuously Updated Obligation

- **Legal Precedent:** Courts rule duty of care is active and proportional. A shift from static policies to dynamic, proactive risk management, with courts emphasizing duty to foresee and prevent harm.
- **Escalating Risk:** Higher risk demands higher mitigation, climate change implications, and global operational complexities, demand a proportional and scalable response beyond baseline compliance.
- **Consequences:** Legal, financial, and human stakes. threat monitoring, and iterative updates to safety protocols, rendering one-time policy creation insufficient.
- **Modern Environment:** Complex and interconnected threats. Penalties to include reputational damage, executive accountability, and potential criminal liability for failure to act on known risks.



Information Provided by Trident Group America, Inc

A THREAT LANDSCAPE TRANSFORMED

Geopolitical Instability and Interconnected Risks Redefine Business Travel Safety

- **RECORD GLOBAL CONFLICTS:** 159 state-based conflicts in 2025, the most since the 1940s.
- **INTERCONNECTED THREATS:** 49% of risk managers report threats are increasingly linked across security and medical functions.
- **SHRINKING DECISION WINDOWS:** 57% of managers note threats emerge faster than they can be addressed.
- **COMPOUND RISK ENVIRONMENT:** Geopolitical flare-ups trigger civil unrest and cyber campaigns simultaneously.



THE INTERCONNECTED CYBER THREAT LANDSCAPE

When Physical and Digital Worlds Converge:
New Vulnerabilities for Business Travelers



1. **DIGITAL RISKS IN 'SAFE' ZONES:** Public Wi-Fi, charging stations, and smart city infrastructure in seemingly secure locations are prime entry points for sophisticated cyberattacks, compromising data without physical confrontation.



2. **MOBILE DEVICES AS PRIMARY TARGETS:** Smartphones, tablets, and laptops with corporate access are active beacons for espionage, facing threats from malware, phishing, and zero-click exploits targeting sensitive information.



3. **IMPACT ON TRAVELER WELLBEING:** Constant digital surveillance and the potential for identity theft or data breaches create significant psychological stress, affecting decision-making, focus, and overall mental health during travel.



4. **EROSION OF DATA PRIVACY:** The convergence of physical and digital tracking by various entities, including foreign governments and criminal organizations, leads to a complete loss of anonymity and control over personal and professional data.



Information Provided by Trident Group America, Inc

GEOPOLITICAL VOLATILITY AND UNPREDICTABILITY

Recovered Travel Volumes Meet an Increasingly Unstable Global Environment

- **Less Predictable Landscapes:** Traditional stability indicators are dissolving, making risk assessment more complex as sudden shifts occur in previously secure regions, impacting business continuity.
- **Escalating Tensions & Conflict:** Regional rivalries and international disputes are intensifying, leading to flashpoints and military maneuvering that disrupt global movement and supply chains.
- **Unpredictable Regulatory Changes:** Governments are frequently and suddenly altering visa policies, border controls, and entry requirements, creating compliance challenges for travelers.
- **Arbitrary Law Enforcement & Detentions:** Heightened security measures are resulting in unpredictable application of local laws and increased risk of detentions, demanding greater vigilance and contingency planning.



Information Provided by Trident Group America, Inc

LEGAL & MORAL IMPERATIVES: ISO 31030

The International Benchmark for Employer Duty of Care in Travel Risk Management

- ✚ **CORE OBLIGATIONS:** Employers bear a fundamental duty of care to protect traveling staff from foreseeable risks, extending beyond basic safety to include health, security, and well-being during business travel, requiring proactive planning and response mechanisms.
- ✚ **OSHA & REGULATORY STANDARDS:** While OSHA primarily addresses workplace safety, its principles of a safe working environment extend to mobile employees; failure to manage travel risks can lead to legal liabilities under general duty clauses and specific national regulations.
- ✚ **ISO 31030:2021 FRAMEWORK:** Provides a structured, globally recognized framework for managing travel risks, emphasizing the need for policy development, risk assessment, traveler training, and incident management capability, aligning with organizational resilience goals.
- ✚ **INTEGRATED RISK MANAGEMENT:** Adopting ISO 31030 demonstrates due diligence and a commitment to ethical business practices, integrating travel risk into broader enterprise risk management strategies and enhancing corporate reputation.





OPERATIONAL GAPS IN CURRENT PROGRAMS

The Wide Discrepancy Between Legal Standards and Corporate Travel Realities



LACK OF VERIFICATION: Only 20% of organizations can quickly verify risk info for effective decisions.



UNTRACKED REMOTE WORKERS: 22% of companies cannot track remote worker travel, creating liability for 'hush trips'.



EMERGENCY PREPAREDNESS DEFICIT: Over 25% of travelers do not know how to respond to emergencies abroad.



TALENT RETENTION RISK: 60% of travelers would leave an employer if safety was not prioritized.



THE COST OF INACTION: LEGAL PRECEDENTS

Real-World Consequences of Inadequate Duty of Care Programs

-  **WORK-INDUCED FATIGUE:** Landmark case where inadequate rest cycles led to fatal accidents and corporate liability (e.g., H.K. v. F.R. Transport, 2019).
-  **INSUFFICIENT VETTING:** Negligence established for hiring without proper background checks in high-risk environments (e.g., Doe v. G.S. Corp, 2021).
-  **RANSOM NEGOTIATION LIABILITY:** Heavy fines for facilitating ransom payments in violation of international sanctions (e.g., U.S. v. T.I. Systems, 2023).
-  **GENERAL DUTY OF CARE FAILURE:** Broader failure to provide a safe work environment during known security threats (e.g., M.J. v. L.O. Group, 2022).



Information Provided by Trident Group America, Inc

SHIFTING TO INTELLIGENCE-LED RISK MANAGEMENT

From Reactive Compliance to Continuous Situational Awareness

-  **CONCEPTUAL SHIFT:** Moving beyond static checklist-based compliance to dynamic, data-driven risk assessment.
-  **PROACTIVE OBLIGATIONS:** Utilizing advanced predictive analytics to identify and mitigate emerging threats before they materialize.
-  **STRATEGIC ADVANTAGES:** Transforming risk from a cost center into a driver of competitive edge through faster, informed decision-making.
-  **CONTINUOUS SITUATIONAL AWARENESS:** Establishing real-time monitoring and integrated intelligence feeds for a holistic view of the organization's threat landscape.



Information Provided by Trident Group America, Inc

REAL-TIME VISIBILITY: THE FOUNDATIONAL CAPABILITY

Ensuring Effective Decision-Making in Deteriorating Situations



Enable Immediate, Data-Driven Responses: Rapidly assess emerging threats and deploy resources precisely where needed during unfolding crises.



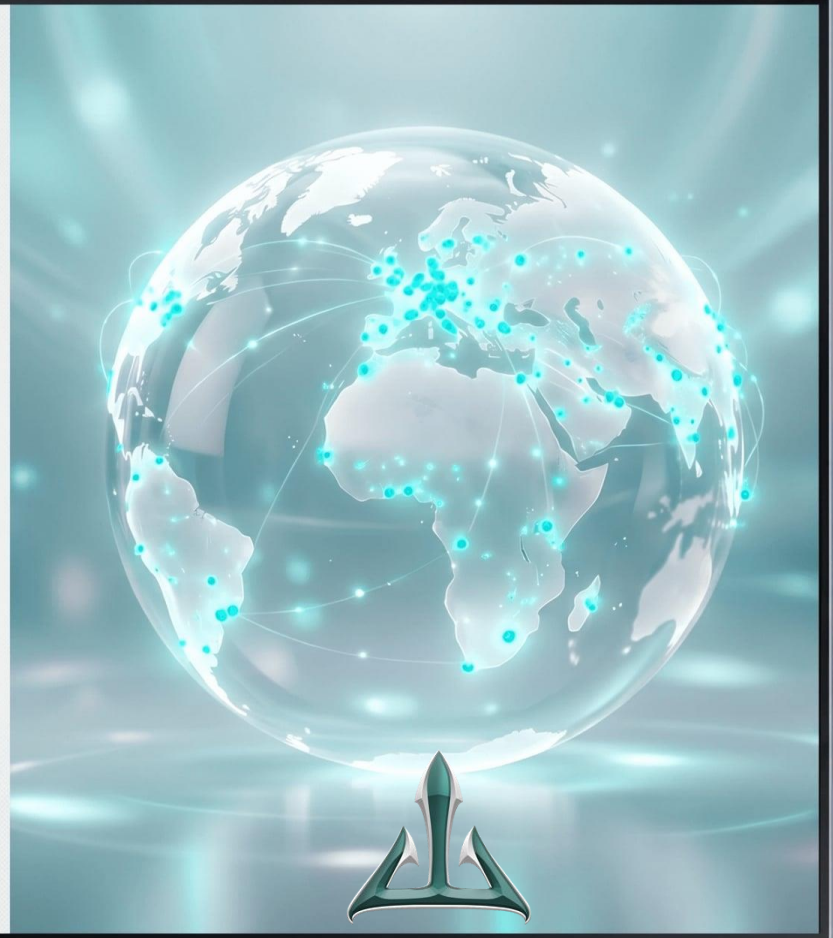
Establish a Consolidated Operating Picture: Integrate traveler locations, risk intelligence, and communication channels into a single, accessible view for all stakeholders.



Proactively Mitigate Risks and Prevent Incidents: Anticipate potential disruptions and alert travelers in advance, shifting from reactive to preventative measures.



Strengthen Duty of Care and Organizational Resilience: Build trust with employees and ensure business continuity through transparent, accountable safety protocols.



DYNAMIC PRE-TRAVEL BRIEFINGS

Substantive Intelligence Products,
Not Just Checkbox Exercises



PROPORTIONALITY STANDARDS: Tailored analysis based on traveler profile, destination risk, and itinerary complexity, ensuring intelligence is relevant and actionable.



DEEP WEB & DARK WEB MONITORING: Proactive identification of emerging threats, travel disruptions, and specific location-based risks beyond open-source data.



BEYOND STATIC RATINGS: Evolving risk assessments incorporating real-time geopolitical shifts, civil unrest, and environmental factors, not just dated country scores.



ACTIONABLE INTELLIGENCE & MITIGATION STRATEGIES: Provides concrete, scenario-based recommendations and communication protocols for enhanced traveler safety and operational continuity.



Information Provided by Trident Group America, Inc

CRITICAL MID-TRIP INCIDENT RESPONSE

Pre-Planned Capabilities for Effective
Crisis Management

-  **1. PRE-DEFINED EMERGENCY PROTOCOLS:** Established chain of command for rapid deployment and coordination.
-  **2. INTEGRATED COMMUNICATION SYSTEMS:** Robust tracking technology for real-time situational awareness.
-  **3. ACCESS TO DEDICATED CRISIS SUPPORT:** Medical, security, and logistical expertise available 24/7.
-  **4. CONTINUOUS ASSESSMENT TOOLS:** Identifying dynamic risks and resource gaps during active incidents.



Information Provided by Trident Group America, Inc



TRIDENT GROUP GLOBAL TRAVEL SERVICES

Your Trusted Partner for Seamless,
Secure, and Tailored Global Travel

➤ COMPREHENSIVE TRAVEL RISK MANAGEMENT

Customized itineraries, real-time threat assessments, and proactive safety considerations for every journey.

➤ INTERNATIONAL CONCIERGE & LOGISTICS

Seamless coordination of all travel aspects, from basic reservations and visa assistance to VIP and luxury services.

➤ EXPERTISE IN COMPLEX ENVIRONMENTS

Proven track record in business travel solutions and logistics management, including deployments to high-risk areas.

➤ PERSONALIZED, HUMAN-FOCUSED APPROACH

Tailored solutions driven by client preferences, ensuring peace of mind and efficient experiences worldwide.

