

AirTanker Slavery and Human Trafficking Statement 2019

A zero tolerance

Modern slavery, including servitude, forced labour and human trafficking is a global issue and affects every country, sector and industry. It represents some of the gravest forms of human rights abuse in society.

AirTanker Group has a zero tolerance approach to modern slavery within its business, its operations and its supply chain. In line with the requirements of S54 of the UK Modern Slavery Act 2015, this second public statement for financial year ending January 2019 addresses the current and proposed actions we are taking to address the risks and prevent modern slavery in its value chain.

Introduction

AirTanker Holdings Ltd and AirTanker Services Ltd, are owned by Airbus, Babcock, Cobham, Rolls-Royce and Thales. AirTanker Ltd is wholly owned by AirTanker Holdings Ltd. This statement applies to all three entities (jointly referred to as “AirTanker”).

The five parent companies also form AirTanker’s primary supply chain representing around 70% of our annual supply chain expenditure.

We have approximately 700 personnel working across 3 fixed locations within the UK and a presence overseas supporting civil and military operations.

Our Business and Commitment

The relevant Boards of Directors are responsible for the overall management, conduct and performance of the businesses and their operations. We procure aviation products which by necessity are manufactured and delivered to the highest standards and regulations, tested rigorously and produced in high-standard environments strictly in accordance with the requirements of aviation safety regulations.

Our supply chain currently consists of over 400 direct suppliers and a large number of indirect suppliers. For example, Airbus who supplied us with our fleet of 14 A330-200 aircraft have a supply chain in excess of 7,000.

We have identified areas within our operations and supply chain that are most at risk of modern slavery and set out in this statement how we are managing these risks. Whilst we recognise the need for continual improvement in this area, our risk management process is led by a group of managers who regularly review the effectiveness of the actions we are taking. This statement will be updated annually and will include the progress made in respect of this statement, together with our plans for continuing our commitment for the following year.

We continue to assess our supply chains with particular emphasis on factors that indicate a higher modern slavery risk, such as certain geographic areas and industries, particularly those with lower labour costs (e.g. the supply of textiles used in the production of uniforms, work wear and blankets, etc).

We continue to audit our high risk suppliers who fall into this category and they have provided us with information on the potential risks to slavery and human trafficking that exist in their business and supply chain, including evidence on their policies to detect and manage those risks.

Additionally, after a review of our internal processes carried out in 2018, all new suppliers are requested to provide a statement confirming that they comply with statutory requirements.

Our Ethics and Code of Conduct

AirTanker opposes modern slavery and human trafficking in all of its forms and we are committed to acting ethically and with integrity in all of our business dealings and relationships. AirTanker has developed its own internal Business Ethics policy, AS.21, which is reviewed annually and available on the company's internal website. It is also developing a Supplier Code of Conduct which it expects its direct suppliers to adhere to.

Furthermore, AirTanker is proactively building its knowledge base about slavery and human trafficking by making it a requirement that all members of the Supply Chain team pass the CIPS Ethics test.

We welcome the introduction of the UK Modern Slavery Act 2015 and have used the UK government's advice and guidance in preparing this statement. As defined by the UK Government, "modern slavery" includes slavers, servitude, forces and compulsory labour and human trafficking.

Future Proofing

We will continue to review our practices with regards to our compliance with the Modern Slavery Act 2015.

Richard Hine

***Commercial Director, AirTanker Holdings Ltd
Commercial Director, AirTanker Services Ltd***