



AirTanker's Modern Slavery Statement

This document details the steps taken by AirTanker to prevent modern slavery and human trafficking within its business and supply chain and identifies the actions to continue to support this for the future. This statement is for the financial year ending 2020.

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 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 public statement addresses the current and proposed actions we take to address ethics risks, and to prevent modern slavery in our value chain.

Introduction

AirTanker is a consortium made up of leading Aerospace, Defence and Facilities Management specialists - Airbus Group, Babcock, Rolls-Royce and Thales. Along with Cobham Mission Systems they also form AirTanker's primary supply chain representing around 70% of our annual expenditure.

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

Our Business and Commitment

The AirTanker Services Board of Directors is responsible for the overall management, conduct and performance of the business and its operations. We procure aviation products which by necessity are manufactured 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 suppliers. 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 will assess our supply chain 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, workwear and blankets, etc). Any potential high risk supplier will be requested to provide us with information on the potential risks to slavery and human trafficking that exist in their business and supply chain, and the steps that they are taking to detect and manage those risks. As an example, our uniform provider has a documented and structured Corporate Social Responsibility policy stating no forced, bonded, child or involuntary labour shall be used and the only suppliers to them are members of SEDEX (The Supplier Ethical Data Exchange.)

Additionally, as part of our supplier on-boarding process, we continue to ensure all new suppliers in scope of the Modern Slavery Act 2015 provide a statement confirming that they comply with statutory requirements. Any who cannot show compliance are not approved.

Training

In 2020, AirTanker conducted an internal review into its Business Ethics, where we identified areas of improvement. As a result of this review, commencing in 2021, all employees are now required to undertake mandatory annual training on ethical and responsible behaviours, including human trafficking training for our crews.

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. Our Business Ethics Policy, AS.21, has been developed and reviewed to ensure the highest standard of integrity in all we do.

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.

Kerry Norman

Commercial & Supply Chain Director, AirTanker

Dated: June 2021

www.airtanker.co.uk

