Modern Slavery Statement

This Modern Slavery and Human Trafficking Statement, covers financial year 2024-2025

Introduction
Air Business Limited acknowledges the provisions of the Modern Slavery Act 2015 and is completely committed to transparency within our organisation and with suppliers of services to our organisations.

Modern Slavery - Instances wherein individuals are exploited and are unable to remove themselves from the situation due to threats, coercion or deception it is referred to as modern slavery. Modern Slavery is an umbrella term referring to illegal acts including but not limited to forced labour, human trafficking, domestic servitude or forced marriage.

Our Business
Based in Hatfield, Air Business was established in 1986 and became a wholly owned subsidiary of An Post (The National Post Office of Ireland, State Owned) in 2002. The company expanded by acquiring a direct mail fulfilment service business, formerly known as Jorden & Co, in 2009. In 2011, Air Business further grew by acquiring a well-established global subscription management bureau, previously known as Quadrant Subscription Services, based in Haywards Heath, with over 45 years of experience in the field. Today, we serve many of the UK's leading businesses, consumers, and organisations across diverse sectors such as publishing, memberships, associations, and e-Commerce. In 2024, Air Business further diversified by expanding into the Global Event Logistics sector.

Our Supply chains
To move material around the world, we use a wide array of postal providers and distribution companies. Many of these providers are legacy partners with whom we have longstanding business relationships. However, we require all suppliers to meet the requirements of the Modern Slavery Act 2015. Failure to do so results in immediate termination of the business relationship. To maintain this standard, all suppliers must sign a code of conduct that includes our commitments to a sustainable trading environment. We are confident that our supply chain is low risk but will take steps to validate our top suppliers through risk assessments and whenever practicable, we conduct ad hoc site visits of overseas providers. We will now knowingly procure services or engage with any business that is involved in human trafficking of slavery.

As a market leader in global mail, fulfilment, distribution, and subscription management for nearly 20 years, we recognise our responsibility to uphold human rights and fair labour practices throughout our business. We promote transparency and accountability and strive to maintain a supply chain free from exploitation, supporting the dignity and rights of all individuals.

Our Policies
Air Business have a zero-tolerance approach to forced labour, child exploitation, and unethical working conditions. As such we have a robust system of internal policies and procedures which provide guidance and support to our employees and supplies to uphold fair employment practices and the promotion of human rights within our work environment. These are embedded in our key values, Positivity, Trust and Togetherness as well as the implementation of our policies and monitoring of compliance. Air Business monitors and mitigates risks through the policies such as, the Disciplinary policy, Whistle Blowing Policy, Recruitment Policy, Anti-Bribery and Corruption

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Policy, and Modern Slavery and Human trafficking Policy. Our Whistleblowing policy specifically allows employees and third parties to raise concerns over potential wrongdoing. All reports are thoroughly investigated by an unbiased third party and overseen by the Senior Management Team. We are also certified to ISO 14001:2015, ISO 9001:2015, ISO 27001:2013 and BS10012:2017 and are committed to a process of continual improvement round environmental impact and quality of operating procedures as part of our approach to sustainability.

Our Training

All Air Business employees undertake mandatory annual training focused on raising awareness about modern slavery and educating them on how to identify potential signs of such exploitation. This comprehensive training covers the various forms of modern slavery, including forced labour, human trafficking, domestic servitude, and forced marriage. Employees are taught the appropriate procedures for reporting any suspicions of modern slavery, ensuring that they understand the importance of confidentiality and the steps to take to protect potential victims. By equipping employees with this knowledge, Air Business aims to foster a vigilant and informed workforce that can effectively contribute to the prevention and eradication of modern slavery practices within the company's operations and its supply chains.

Our monitoring

In general, Air Business considers its exposure to slavery and human trafficking to be relatively limited. Nonetheless, we have taken steps to ensure that such practices do not occur within our business or the businesses of any organisation that supplies goods or services to us. As such, Air Business continually monitors and reassesses its policies and procedures, as well as its suppliers, to evaluate their effectiveness and to identify areas for constant improvement.

This statement is made in accordance with Section 54 (1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.



Adam Sherman
Chief Operating Officer
May 2025