



1. AGS Group Modern Slavery Act 2015 Statement

AGS Airports Group Holdings Limited, including its group of operating airports consisting of Aberdeen International Airport Limited, Glasgow Airport Limited and Southampton International Airport Limited, and other group companies being AGS Airports Holdings Limited, AGS Airports Investments Limited, AGS Airports Limited, Airport Holdings NDH1 Limited, BAA Lynton Limited and AGS Airports Pension Trustee Limited (herein referred to as the “AGS Group”) is publishing this statement in compliance with section 54(1) of the Modern Slavery Act 2015.

This Modern Slavery Statement has been approved by the Board of Directors of AGS Airports Group Holdings Limited, on behalf of the AGS Group, 16th April 2026. Information contained within this statement is correct as at the date of publication. It details the steps taken by the AGS Group in order to comply with the provisions of the Modern Slavery Act 2015 to aid the prevention of modern slavery and human trafficking for the financial year ending 31 December 2025.

2. Our Business

AGS Airports Group Holdings Limited, (who is in turn owned by PSP Investments and Blackstone Infrastructure), owns AGS Airports Holdings Limited, AGS Airports Investments Limited, AGS Airports Limited, Airport Holdings NDH1 Limited, Aberdeen International Airport Limited, Glasgow Airport Limited, Southampton International Airport Limited, BAA Lynton Limited and AGS Airports Pension Trustee Limited.

3. Our Supply Chain

AGS’ supply chain covers many goods and/ or services across the airports and covers many industry sectors. These goods and services are grouped into the following categories:

- Capital;
- Operational;
- Professional services;
- Digital;
- IT Services and Telecoms; and
- Commercial (includes airlines, ground handlers and retailers).

Each department within the airports will, to a greater or lesser extent, have a supply chain in which it depends on, and the interdependencies of the various departments, as well as the commonality of goods and services required across the AGS Group, results in some suppliers that have dealings with more than one department and/or airport.



We have in the region of 1220 suppliers across the AGS Group. Many of these will have turnovers greater than £36 million which trigger the compliance requirements of the Modern Slavery Act 2015 and are required to produce a Modern Slavery Statement. AGS recognises that suppliers under this threshold can still be a risk, however they still go through our onboarding process and rigorous checks.

4. Our Policies

These are our Policies pertaining to Modern Slavery:

AGS Sustainable and Ethical Procurement Policy

Reflects our commitment to acting ethically and with integrity in all our business relationships, and to implement and enforce effective systems and controls to address the risk of modern slavery and human trafficking within our business or supply chain.

Code of Professional Conduct

To assist in achieving the highest standards of professional behaviour from AGS employees in dealings with colleagues, customers, suppliers, and other parties with whom AGS has a relationship.

Recruitment Policy

The business has a transparent, thorough recruitment process, which serves as a deterrent from the infiltration of trafficking groups with victims of modern slavery. AGS is committed to applying its equal opportunities policy, at all stages of recruitment and selection process.

Whistleblowing Policy

Primarily covers how to deal with serious concerns in the workplace, where the interests of others or that of the organisation are at risk. We offer three defined channels for whistleblowing and include modern slavery and potential victims of human trafficking in the list of potential disclosures.

5. Due Diligence

Procurement

AGS' Supply Chain perform targeted diligence checks on the AGS supply chain on an annual basis and at the commencement of any new sourcing activity to ensure modern slavery compliance.

Prior to a tender process, all new suppliers are sent a Pre-Qualification Questionnaire ("PQQ") or an Invitation to Tender, which includes a section on modern slavery. The Supplier may not progress beyond the tender stage if they are highlighted as high-risk at this stage.



When AGS engage with a new supplier out with a tender process, AGS invite the supplier to complete a new supplier form via our onboarding platform, which includes a modern slavery section to satisfy AGS requirements in respect to the Act.

AGS Supply Chain review the response to these questionnaires and determine whether there are any risks associated with the response, assess suitability of the supplier and any steps required to manage the modern slavery risk based on the response provided. AGS Supply Chain also record any modern slavery risk in the Supply Chain risk register until mitigation is in place.

Audit

If a supplier provides insufficient details to the questionnaire during the procurement process, or is highlighted as being a high-risk supplier, such as manufacturing companies or uniform providers, Supply Chain will carry out further investigations into the supplier. This will be completed by carrying out a desk-top audit, a telephone audit or by visiting the supplier's premises to carry out a full audit.

The audit documents delve deeper into a business's ethical behaviour, duty of care to employees, and the policies they have in place to satisfy Supply Chain that the risk of modern slavery is satisfactorily managed by the supplier. AGS also provide feedback and corrective actions to mitigate any potential risks.

If after an audit a supplier is deemed to be non-compliant with our standards or the Modern Slavery Act 2015, if within scope, and unwilling to improve, the supplier will be removed from the supply chain, and an alternative supplier will be sourced. AGS monitor all suppliers' modern slavery compliance on the Supply Chain risk register.

During 2025, AGS Supply Chain conducted risk-based reviews on all suppliers in the supply chain for compliance with the Act. AGS conduct quarterly supplier performance reviews ensuring compliance with the Act where applicable.

6. Risk

A Gap Analysis has been conducted, and it identified the following four modern slavery risk areas for AGS:

- Concession and Management Agreements;
- Construction and Labour Agencies;
- Uniform Supply Chain; and
- Passengers in transit as potential victims of human trafficking and modern slavery.



Significant progress has been made in relation to these areas to reduce the risks, but efforts will continue in 2026 to deliver the following:

- Risk Assessment of AGS Construction Suppliers;
- Risk Assessment of Service Contracting Companies;
- Awareness Campaign; and
- Inclusion of Human Rights and Modern Slavery specific KPIs.

7. Training

Our Executive Team has a strong commitment to understand and manage the risk of modern slavery that cascades into the business and supports the progression of our work. To further strengthen that commitment AGS will provide targeted training in 2026 to AGS employees using e-learning Modules on Modern Slavery Awareness.

8. Effectiveness in Addressing Modern Slavery

AGS have made significant progress to understand the risk of modern slavery faced by the business. We have made significant steps in developing our Modern Slavery and wider Human Rights Agenda which will continue throughout 2026 and beyond.

The AGS Group is committed to persistently monitoring and tackling modern slavery and human trafficking. We continually review our approach and focus on continuous improvement to effectively deliver strategies that address the risk of modern slavery.

Signature  Signed by:
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Name Kam Jandu
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Title CEO
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Date 14 May 2026 | 3:19 PM BST
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