MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

We support the goals of the UK's Modern Slavery Act and we have a zero tolerance approach to forced labour of any kind. We are committed to being a responsible and sustainable business, and recognise the influence we can have across our supply chain and the wider region.

This statement sets out Bristol Airport's actions to understand all potential modern slavery risks related to our business and to achieve our aims of ensuring there is no slavery or human trafficking in either our own business or our supply chains. This statement relates to actions and activities during the financial year 1 January 2022 to 31 December 2022.

Our Structure

Bristol Airport is the 8th largest airport in the UK, connecting circa 9m passengers per annum with over 120 destinatons. Privately owned, we have around 340 direct employees and more than 50 business partners operating on/from our site, supporting a further 3500 jobs.

Our vision is "To be everyone's favourite airport, delivering a future we can all be proud of" and our values reflect that.

As part of the aviation and airport sector, we are absolutely committed to preventing slavery and human trafficking in our corporate activities, and ensuring that our supply chains are free from slavery and human trafficking.

Our Supply Chain

Bristol Airport sources a wide range of products and services from around 800 local, national, and international suppliers. Our supply chain spans a variety of industry sectors, which can be broadly grouped as follows: Capital Construction and Property; Engineering, Maintenance & Facilities Management; Professional Services; Passenger Services; IT, and Supplies; Supplies and Services; other Service Contracts (including statutory services, rent, rates, utilities, policing etc.).

We are committed to complying with all applicable laws and regulations as well as conducting our interaction with our supply chain in a fair, transparent and professional manner at all times. Over the past two years we have appointed a dedicated Procurement Team, implemented software to manage our tender processes, and provided training for contract managers.

Our Policies

We operate a number of policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations. In 2021 we implemented a Policy Framework to ensure all policies are relevant, maintained up to date, and communicated effectively to all colleagues. Business risks are continuously assessed and monitored by the Risk & Assurance Manager and the Executive Board, with formal reporting to the Audit and Risk Committee.

- **Whistleblowing policy** We encourage all our colleagues, contractors, customers, and other business partners to report any concerns related to the direct activities, or the supply chains, of our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for anyone to make disclosures, without fear of retaliation. Employees, customers, or others who have concerns can use our confidential, independent helpline or on-line portal which is published sitewide and regularly promoted.
- **Procurement Policy** We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Our framework requires potential and existing suppliers to demonstrate that their values are

aligned with ours and, particularly, that they provide safe working conditions where necessary, treat workers with dignity and respect, and act both ethically and within the law in their use of labour.

- **Recruitment/Agency workers policy** We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting workers from that agency.

Due diligence

The majority of employees and suppliers that work on our premises are subject to stringent security verification of their identity, background and/or criminal record checks. For recruitment purposes we operate a digital Applicant Tracking System and assure the highest standards of pre-employment screening including a detailed five-year history, right to work documents and criminal record checks.

All employees of Bristol Airport have a written contract of employment that is compliant with the Act, and we ensure that all pay and conditions of our direct employees are of a high standard, above those stipulated in the Act.

All Whistleblowing reports are treated in the strictest confidence and are fully investigated by a Director, overseen by the Audit and Risk Committee Chair, with appropriate remedial actions taken and a formal report to the Board.

We expect all our suppliers to undertake their own due diligence on their supply chains and business partners, and to ensure that any contracts with their sub-contractors have similar obligations. If we have any concerns a full investigation will be carried out and, if appropriate, they will be removed from our supply chain. We shall continue to undertake a rolling review of our standard contractual terms, to incorporate the requirements of the Act as and when contracts are placed or renewed.

Training

In 2021 we implemented a Learning Management System which has enabled us to ensure every employee undertakes regular refresher training relevant to their role and responsibilities, including but not restricted to Anti-Bribery, Whistleblowing and the Modern Slavery Act. Our modern slavery training covers:

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within our organisation;
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and "Stronger together" initiative;

During 2023 we will provide further training to all managers who engage in procurement, covering competition law, tenders, and contract management. We shall also apply for accreditation as a Real Living Wage Employer,

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Dave Lees
Chief Executive Officer
July 2023