



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Modern slavery is a crime and a violation of an individual's fundamental human rights. It takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place anywhere within Air 3 Limited.

We verify that all employees have the right to work in the UK and make all employees aware of their hours, entitlements and terms of their employment.

Policies on Slavery and Human Trafficking

We have robust policies and procedures in place to address the risk of modern slavery and human trafficking within our organization. These include:

1. **Anti-Slavery and Human Trafficking Policy:** We maintain a policy that clearly communicates our commitment to preventing modern slavery and human trafficking, both within our organization and throughout our supply chain.
2. **Supplier Code of Conduct:** We communicate our expectations to suppliers and require adherence to our Supplier Code of Conduct, which outlines our commitment to ethical business practices.

Due Diligence Processes

We understand the importance of due diligence in identifying and addressing modern slavery and human trafficking risks. Our due diligence processes include:

1. **Supplier Assessments:** We conduct risk assessments for our suppliers, particularly those operating in higher-risk sectors or geographies.
2. **Contractual Obligations:** Our supplier contracts include clauses that require adherence to our anti-slavery and human trafficking policies.

Training and Awareness

We provide training to our employees and key personnel involved in procurement to raise awareness of modern slavery and human trafficking issues. This training includes guidance on how to identify, prevent, and report such activities.

Reporting Mechanisms

We have established reporting mechanisms for employees, suppliers, and other stakeholders to raise concerns related to modern slavery and human trafficking. Reports can be made anonymously, and we commit to investigating all reports promptly and thoroughly.



Effectiveness of Measures

Modern Slavery and Human Trafficking Policy

We continuously assess the effectiveness of our measures to combat modern slavery and human trafficking, including periodic reviews of our policies, due diligence processes, and training programs.

Air 3 Limited recognizes that slavery and human trafficking are significant human rights issues and are committed to taking appropriate steps to mitigating the risk of these occurring within our business.

A handwritten signature in blue ink, appearing to read "P. Morgan".

Signed: _____

Date: January 2024

For and on behalf of Air3 Limited Peter
Morgan - Managing Director
