

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

As a business 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 put in place steps that are aimed at ensuring that 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 2020 to 31 December 2020.

### **Our Structure**

Bristol Airport is the 8th largest airport in the UK. We are privately owned, with around 280 direct employees and in excess of another 50 businesses operating on our site. We have invested heavily in our infrastructure over the last 10 years and in 2019 we served over 9m passengers traveling to over 120 destinations. Our vision is "To be everyone's favourite airport, delivering a future we can all be proud of" and our values reflect that; we are committed to being carbon net zero by 2030.

Our ambition remains strong, despite the additional challenges introduced by COVID-19, and we have continued to attract new airlines and routes throughout this period. 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.

We recognise that our people are at the heart of our success and, over the past year, we have enhanced our focus on well-being and communication, continued with training and development, and introduced fully flexible working for non-operational colleagues.

### **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.

### **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. Adherence to these policies, and continuous assessment of any risks is 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 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, 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.

During 2020 we provided training to all managers who engage in procurement, covering competition law, tenders, contract management, Anti-Bribery, Whistleblowing and the Modern Slavery Act.

In 2021 we will implement a Learning Management System which will enable us to ensure every employee undertakes regular refresher training relevant to their role and responsibilities. We will continue to promote our Whistleblowing helpline across the Airport.



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**Dave Lees**  
**Chief Executive Officer**  
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