

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement sets out Bristol Airport's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 January 2020 to 31 December 2020.

As part of the aviation and airport sector, the airport recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The airport is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Bristol Airport's Structure

Bristol Airport has achieved great success and is currently the 4th fastest growing airport outside London; we have invested over 200m in the last 10 years and our passenger numbers in 2019 sat at just over 9m. Our vision is "to be everyone's favourite airport delivering a future we can all be proud of" and our values reflect that, where we work with passion, make a difference, are always aiming high and wanting to do the right thing. We also take our environmental credentials seriously and are the first airport in Europe to offset all journeys to the airport by road and are committed to being carbon neutral by 2025. We recognise that our people are at the heart of our success and we aim to offer a one team, one family approach. With the unprecedented impact of Covid-19, the Airport is a slightly different place, our values and commitments remain the same of course but how we operate and rebuild are new challenges for us.

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.).

Bristol Airport is committed to complying with all applicable laws and regulations as well as conducting its interaction with its supply chain in a fair, transparent and professional manner at all times.

Policies and Controls

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** We encourage all our workers, 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 workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline.
- **Procurement Policy** We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act 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.

Supply Chain Controls

Factors and controls in place that reduce the risk of slavery in our supply chain are as follows:

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.

Our Whistleblowing Policy encourages individuals to report any wrongdoing, which extends to slavery and human trafficking. All Whistleblowing reports are treated in the strictest confidence, are reported via a hotline and are investigated fully with appropriate remedial actions taken.

We expect all companies who supply us to be compliant with all applicable laws relating to slavery and human trafficking, to undertake their own due diligence on their own supply chains and business partners, and to ensure that any contracts with their sub-contractors have similar obligations.

In order to further ensure compliance, Bristol Airport shall continue to undertake the following activities:

A rolling review and amendment of standard contractual terms, to incorporate the requirements of the Act as and when contracts are placed or renewed.

Large companies subject to the Act will be expected to provide their slavery and human trafficking statements for our records and review.

We will risk assess our supply chain and identify any high-risk areas. Our tender process and contracts include specific clauses in relation to modern slavery and we focus on identifying parts of our supply chain that present the greatest risk.

Employee Controls

All employees of Bristol Airport have a written contract of employment that is compliant with the Act.

We ensure that all pay and conditions of our direct employees are of a high standard, above those stipulated in the Act.

Unpaid work experience is closely controlled in liaison with the appropriate third party.

Awareness-raising programme

Our intention during 2020/21 is to train all staff and raise awareness of modern slavery issues by developing a specific communications plan that delivers some key messages on this topic.

The communication will explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

Who is responsible for ensuring compliance

The Executive Team are responsible for ensuring compliance with these requirements.

Measuring the effectiveness of the policies

We will explore what information or performance indicators are appropriate and practical to measure the effectiveness of our Policy.

Board Approval

This statement was approved by the organisation's Board who review and update it annually.

Chief Executive Officer signature:



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June 2020