

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement sets out Bristol Airports 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 2018 to 31 December 2018.

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

The organisation 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 is the ninth busiest airport in the UK and the fifth largest outside of London, handling over 8 Million passengers a year. Airlines with operating bases at the airport include EasyJet, Ryanair and TUI.

Bristol Airport has around 350 direct employees, and works with a range of business partners and suppliers who, together, provide services to the airlines and our passengers throughout the airport. The total number of people working at the airport is circa 4000.

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

Bristol Airport's commitment to ensuring there is no modern slavery or human trafficking is reflected in our policies.

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 and 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. We will also review our new supplier and tender process to ensure 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.

All staff directly employed by Bristol Airport are paid above the UK Living wage.

Unpaid work experience or internships are closely controlled in liaison with the appropriate third party.

We have a formal policy on the use of Contractors and Agency Workers.

To further ensure an understanding of the risks of modern slavery and human trafficking across our business we have committed to raising awareness and understanding among employees of the importance of preventing any form of modern slavery and human trafficking.

Who is responsible for ensuring compliance

The People Director is 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:



.....