

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2024-2025

1 Statement

- 1.1 Birmingham Airport's modern slavery and human trafficking statement is made under Section 54 of The Modern Slavery Act 2015 (MSA) and outlines steps taken to prevent modern slavery and ensure it does not take place in our business and supply chains.
- 1.2 At Birmingham Airport we carry out our work in a manner that respects the human rights of others. This means we do not accept any form of forced or involuntary labour, human trafficking, or modern slavery anywhere in our business or supply chain.
- 1.3 Birmingham Airport is committed to taking swift and robust action in the event that any evidence relating to slavery or human trafficking in our business or supply chain is identified & thoroughly investigated.

2 Our Structure, Business and Supply Chains

- 2.1 Birmingham Airport Holdings Ltd (BAHL) is the parent company of the group of companies which own and operate Birmingham Airport. This statement relates to all companies in the group, which includes Birmingham Airport Ltd, Birmingham Airport Air Traffic Ltd and BHX Fire and Rescue Ltd.
- 2.2 BAHL and its subsidiaries operate exclusively in the highly regulated UK airport sector. All work is carried out in accordance with UK Government tax regulations and the UK health and safety requirements. The majority of work is carried out at the Birmingham Airport site, where employees of BAHL and its contractor supply chain are subject to security verification of their identity and a criminal record check. The recruitment and vetting processes ensure that we do not employ any victims of modern slavery or human trafficking. The Directors believe that this significantly reduces the risk of contravention of the Modern Slavery Act 2015.
- 2.3 BAHL does use a wide variety of local, national and in some cases international supply chains to source equipment and services for the operation and development of the Airport. Directors recognise that this makes checking for illegal activity within our supply chain challenging, but there are a number of factors that reduce the risk of slavery and human trafficking in our supply chains, and we have assessed potential risk areas in our supply chain and the wider business.
 - Our work is generally skilled and requires competent capable skilled operatives who hold relevant industry or professional qualifications.
 - As a single site operator, our supply chains are generally short, and use reputable and contractors, who also work within the regulated UK economy.
 - The Control of Contractors Office also ensures that additional stringent security requirements including identity verification, referencing and criminal record checks are undertaken, and contractors work at the airport is constantly monitored by our own employees allowing a high degree of visibility of our contractors' staff.
 - The majority of our supplies are sourced through UK distributors or UK companies, allowing strong commercial controls to be applied to encourage compliance with the MSA.
 - Material sourced from outside the UK is rare and is generally specialist high-tech equipment, where the nature of the supplier should also enable relevant controls in each instance.
- 2.4 Our relationships with our suppliers are all on commercial arms-length terms, allowing for terms requiring compliance with relevant statute, such as the Modern Slavery Act 2015 to be included. As a well-established business, our relationship with our employees allows a high degree of engagement with senior management, both directly and through trade unions, which

would allow concerns over slavery and human trafficking to be raised should they occur. We also have a whistleblowing policy provides the details of how to report a concern internally and externally and signposts a free confidential independent helpline number. We have not received any whistleblowing reports relating to modern slavery.

- 2.5 We reserve the right to terminate supplier contracts where a supplier engages in any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4 of the UK Modern Slavery Act. However, should such an issue arise, we would collaborate with our suppliers to identify the issues to resolve the situation.
- 2.6 We carry out our work in a manner that respects the human rights of others. This means we do not accept any form of forced or involuntary labour, human trafficking and modern slavery anywhere in our business.

3 Our Policies in Relation to Slavery and Human Trafficking

- 3.1 BAHF and all its subsidiary companies remain fully committed to tackling slavery and human trafficking and embraces the principles of transparency that underpins the Modern Slavery Act 2015.
- 3.2 Birmingham Airport fully supports ACI Europe's Sustainability Strategy for Airports regarding Human Rights, Values, and Ethics to ensure prevention, due diligence, and remediation of violation of human rights, (particularly human trafficking) which applies to all persons working for us or on our behalf in any capacity.
- 3.3 Other relevant policies include our Equality, Diversity, and Inclusivity Policy, and Family Friendly Policy intend to address, and eliminate discrimination and promote equality of opportunity regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- 3.4 Our purpose 'proud of every journey', 7 core pillars, and our corporate values sit at the core of everything we do. Together, they form the framework for what we do and how we do it, which is embedded within our performance management processes.
- 3.5 Under each of these pillars are a set of KPIs which we track to monitor and measure our progress. Having these business imperatives give us a clear purpose, enabling us to focus not only on what we do but how we do it, paying attention to the things that really matter, and which underpins our approach to doing business with integrity.
- 3.6 Our approach has been divided into two areas, each with a named individual responsible for monitoring and reporting that modern slavery and human trafficking are not taking place in our businesses or supply chain.
- 3.7 We provide a wide range of resources for employees to support their mental, physical, and financial wellbeing to help limit the likelihood of exploitation. We have a number of MHFA trained first aiders, and wellbeing ambassadors to support colleagues in periods of uncertainty and stress. This includes access to the 24/7 Employee Assistance Programmes and, where needed, access to CISM counselling.
- 3.8 We recognise the continuously evolving nature of modern slavery and that we have more work to do. We will continue to review our policies, processes, and training to ensure our colleagues and suppliers understand the risks associated with modern slavery and have the confidence to always speak up and report if something does not feel right, and Protect, our independently operated whistleblowing helpline is also available to employees and details are published on our intranet.

Within the Group

3.9 The Group employs over 950 employees, and it is ensured that pay and conditions remain at a high standard, above those dictated by the Act. Any potential infringement will be dealt with seriously and investigated appropriately by the Board. Any whistleblowing or complaint by an employee will be supported and investigated through our formal whistleblowing or grievance procedures.

3.9.1 Directors believe that the risk of failing to comply with the Modern Slavery Act 2015 within our Group is low, because of the following measures:

- All Birmingham Airport employees are issued with written conditions of employment that have been checked for compliance with the Act.
- As a matter of policy, BAHL will only pay salary into an account in the name of the employee.
- Our work experience programme ensures that participants are closely monitored in liaison with the individual's school, college, or university.
- Employees must complete the Modern Slavery and Human Trafficking e-learning module as part of the process required to obtain/renew their airport ID pass.

3.10 The People Director is responsible for ensuring compliance with these requirements.

Within our Contractor & Equipment/Material Supply Chains

3.11 We have also seen real progress in embedding the management of human rights risks into the procurement of goods and services that support our business. BAHL companies continue to monitor modern slavery and human trafficking within our supply chains by working to influence behaviours within directly contracted organisations. Any failure to address these issues that results in an infringement of the Act, a possible or a perceived infringement of the Act that could impact the reputation of the BAHL Group may be investigated and result in a variety of actions, up to and including removal, from our supply chain, or exclusion from procurement exercises, and to mitigate any such occurrence we have adopted the following;

- work in collaboration with our onsite partners in raising awareness and preventing slavery and human trafficking;
- promoted modern slavery and human trafficking awareness through online employee training and made it compulsory for all new starters to complete this module before being issued with an airport ID;
- introduced obligations which are legally binding into commercial contracts with business partners and suppliers.

3.12 We continue to obtain Slavery and Human Trafficking Statements from all suppliers within our supply chain that are impacted by the Act.

3.13 Within the current financial year BAHL companies will undertake the following activities:

- A comprehensive review of standard terms of contract to incorporate the requirements of the Act as contracts are placed or renewed.
- Procurement decisions will partly be made based upon the extent to which suppliers put in place measures to respond to government guidelines in relation to safe working practices in the workplace.
- Where suppliers are working at the Airport, they will be required to submit risk assessments to facilitate safe working practices.
- Where competitive tender exercises are carried out for procurement activities, we ask for evidence of potential suppliers' compliance with the Modern Slavery Act. This will enable the Airport to exclude companies, at pre-qualification / selection stage, from procurement exercises should they not explicitly state that their organisation fully complies with the requirements of the Act.

- Large companies that are appointed to supply goods and services to the Airport and are caught by the Act will be expected to provide their slavery and human trafficking statements for our records and review.
- Training of employees on the requirements of the Act and the implications to the supply of goods & services to BAHL Group companies will continue to be delivered.

3.14 The Procurement Manager is responsible for compliance with these requirements.

4 Due Diligence Processes in Relation to Slavery and Human Trafficking

- 4.1 Whilst Directors believe that BAHL companies are generally low risk they will continue to review this as part of their overall risk management framework and monitor industry experience to ensure appropriate due diligence processes.
- 4.2 Birmingham Airport, West Midlands Police operates Project Servator, which involves intelligence-led, unpredictable, highly visible armed police deployments designed to deter and detect a range of criminality, including modern slavery and human trafficking. They can happen at any time across the entire airport and include vehicle checkpoints and use of other policing assets such as dogs. The team regularly briefs and liaises with colleagues around the airport so they know what to be on the lookout for and how to report anything suspicious.

5 Risk Assessments for BAHL Group and its Supply Chains

- 5.1 We will continue to review key risks to infringement of the Act within our own business over the next financial year, including our contractor and equipment/material supply chains. If this identifies areas of concern, we will develop mitigations that we will carry out in future to manage the risk as effectively as possible.

6 Measuring the Effectiveness of the Policies

- 6.1 The low-risk nature of our business makes measures of performance difficult, but we will continue to benchmark best practice in this area and adopt any appropriate measures.

7 Training about Slavery and Human Trafficking available to Employees

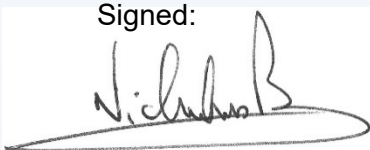
- 7.1 To obtain an airport ID, it is mandatory to complete our Modern Slavery and Human Trafficking e-learning course which contains information on the Act and supporting information on best practice.
- 7.2 Company policies and procedures are available on our company intranet.

8 Next Steps

We recognise the continuously evolving nature of modern slavery and will continue to review our policies, processes, and training to ensure they are fit for purpose. During 2023 and beyond we will continue to assess the risk in our business, develop our approach for tackling modern slavery and continue to monitor our progress.

The Board of Directors of Birmingham Airport have approved the above Statement.

Signed:



Nick Barton
Chief Executive Officer