

Southern Air Systems Ltd

Modern Slavery Policy

Policy on commitment to the prevention and elimination of unethical modern slavery business practices in the workplace, from Southern Air Systems Ltd Employees, Customers and Suppliers

1. Policy Statement

Southern Air Systems Ltd is fully committed to preventing modern slavery and human trafficking in all aspects of our operations and supply chains. We uphold the principles of the Modern Slavery Act 2015, and we strive to act ethically and with integrity in all business dealings. We recognise our responsibility to take a robust approach to slavery and human trafficking and to ensure that our business and supply chains are free from such practices.

We do not tolerate any form of modern slavery, and we expect the same commitment from our employees, suppliers, contractors, and business partners.

2. Scope of Application

This policy applies to:

- All employees of Southern Air Systems Ltd, including permanent, temporary, agency, and contract staff
- Company directors and officers
- Suppliers, subcontractors, and service providers
- Any third party acting on behalf of Southern Air Systems Ltd

All individuals and entities within this scope are expected to comply with this policy and support our efforts to eliminate modern slavery.

3. Definitions of Modern Slavery

Modern slavery encompasses a range of exploitative practices, including but not limited to:

- **Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons by means of threat, force, or coercion for the purpose of exploitation
- **Forced Labour:** Work or service that is exacted from any person under the threat of penalty and for which the person has not offered themselves voluntarily
- **Servitude:** The obligation to provide services imposed by coercion, often involving the abuse of vulnerability or deception
- **Slavery:** The condition in which a person is owned or controlled by another, depriving them of their freedom

These practices are criminal offences and gross violations of human rights.

4. Risk Management and Prevention Measures

Southern Air Systems Ltd takes a proactive approach to identifying and mitigating risks of modern slavery. Our prevention measures include:

- **Supplier Due Diligence:** Conducting background checks and risk assessments on suppliers and subcontractors before engagement
- **Contractual Safeguards:** Including anti-slavery and human trafficking clauses in all supplier and subcontractor agreements
- **Compliance Verification:** Requiring suppliers to confirm their adherence to applicable anti-slavery laws and ethical standards
- **Ongoing Monitoring:** Reviewing supplier practices and conducting audits where necessary to ensure continued compliance

5. Roles and Responsibilities

To ensure effective implementation of this policy:

- Managers are responsible for ensuring that their teams and supply chains operate in compliance with anti-slavery standards
- Employees must remain vigilant and report any concerns or suspicions of modern slavery immediately
- Procurement Teams must assess the risk of modern slavery in new and existing supplier relationships and take appropriate action to mitigate those risks

All staff are expected to act with integrity and support the company's commitment to ethical business practices.

6. Reporting Concerns

If you suspect that modern slavery or human trafficking may be occurring within Southern Air Systems Ltd or its supply chains, or customers, you must report it immediately.

- Reports can be made to your line manager, the Human Resources department, or through the company's whistleblowing process
- All reports will be treated seriously and investigated thoroughly
- We guarantee that no employee will suffer any form of retaliation or detrimental treatment for reporting concerns in good faith

We encourage openness and will support anyone who raises genuine concerns under this policy.

7. Training and Awareness

Southern Air Systems Ltd will provide training and guidance to employees, particularly those involved in procurement, recruitment, and supply chain management, to ensure they understand the risks of modern slavery and how to identify and respond to potential issues.



Please complete the following questionnaire to confirm you have read and understand this policy and agree with our terms of service.

To open, please click the below link or scan the QR code.

https://forms.office.com/Pages/ResponsePage.aspx?id=CDny9uioj0uzx_fzqq4Cwxqe3YoinVVLqi-eMGcY9gVUNUVQWVFVFTU1FTMVdMSVVHV05LUUpXUS4u