

Swissport GB Limited - Slavery & Human Trafficking Statement

This Swissport GB Ltd (“Swissport GB”) Slavery and Human Trafficking Statement (“the Statement”) is made pursuant to section 54(1) of the Modern Slavery Act 2015 and relates to the financial year 1st December 2015 – 31st December 2016.

Swissport GB’s Structure:

Swissport GB provides cargo and ground handling services to the aviation industry.

Swissport GB is part of the Swissport Group, and our ultimate parent company is Swissport International Ltd, based in Zurich, Switzerland.

The Group has over 60,000 employees worldwide and operates in 48 countries.

Swissport GB employs over 8,000 employees in the UK and operates at 22 locations within the UK.

You can view further information about the Group by clicking on the link below:

<http://www.swissport.com/nc/corporate/corporate-profile/>

Our Business:

Swissport GB’s business is organised in the UK as follows;

Ground Handling Regional Airports split down into Scotland & South and North & Midlands with each Region managed by a Regional Ground Handling General Manager (RGM). Each RGM reports to the Chief Operating Officer for UK Ground Handling. Major stations are managed by a General Manager Ground Handling at each station who report into the Chief Operating Officer for UK Ground Handling.

Cargo Handling Regional Airports split down into North, Central and South that are each managed by a Regional Cargo Manager who each report to the Chief Operating Officer for UK Cargo. Major stations are managed by a General Manager Cargo at each station who report into the Chief Operating Officer for UK Cargo.



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Our Supply Chains:

Our supply chains include;

- Suppliers of uniforms
- Suppliers of Ground Service Equipment (GSE)
- Suppliers of cleaning services

Swissport GB's Policy in relation to slavery and human trafficking (as defined in the Modern Slavery Act 2015)

Swissport GB is committed to eliminating all forms of slavery, servitude and forced or compulsory labour; and human trafficking.

The Swissport Group has been a participant in the United Nations Global Compact since 2011 and is committed to upholding the elimination of all forms of forced and compulsory labour (Principle #4) and to upholding the effective abolition of child labour (Principle #5).

You can view the full details of the United Nations Global Compact by clicking on the link below:

<https://www.unglobalcompact.org/what-is-gc/mission/principles>

The Swissport Group issues a Sustainability Report. The latest Sustainability Report (2015) sets out Swissport Group's commitment to the United Nations Global Compact.

You can view a copy of the latest Sustainability Report by clicking on the link below:

http://www.swissport.com/fileadmin/downloads/publications/Sustainability_Report_2015.pdf

As part of Swissport Group, Swissport GB is aligned to the Group wide Code of Conduct ("Code of Conduct").

The Code of Conduct is based on a number of key principles, including:

- behaving with integrity and in compliance with the law;
- the recognition of internationally proclaimed human rights;
- respect for other cultures and opinions; and
- acting responsibly towards society.

The Code of Conduct is an integral part of Swissport GB's corporate governance.

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The Code of Conduct applies to the Board of Directors, the Group Executive Management Board and any and all other employees

Each employee is personally obliged to abide by the Code of Conduct and its supplementing internal regulations and directives.

It is the responsibility of the Swissport GB SVP and the UK Executive Management Team to ensure that all employees have received training in the Code of Conduct.

In summary, Swissport GB Ltd, as part of the Swissport Group, is actively supporting the elimination of slavery and human trafficking through various policies and certification requirements

This is a subject of priority throughout Swissport Group, including Swissport GB, and has led to the absence of any incidents or violations involving child labour or compulsory labour by any Swissport Group company, including Swissport GB, or any suppliers. If such a case of non-compliance should occur, Swissport GB would take all measures necessary, as outlined in the Code of Conduct in order to deal with such violation.

You can view the Code of Conduct by clicking on the link below:

<http://www.swissport.com/corporate/swissports-code-of-conduct/>

As part of Swissport Group, Swissport GB is aligned to the Group wide Supplier Code of Conduct (“Supplier Code of Conduct”).

The Supplier Code of Conduct is based on a number of key principles, including:

- Avoidance of Child Labour
- Rejection of any bribery or corrupt behaviour
- Environmental Management
- Freedom of Association
- Freely chosen Employment
- Health & Safety
- Human Rights
- Non-discrimination
- Working hours

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Due Diligence processes for slavery and human trafficking:

As part of our initiative to identify and mitigate risk, all significant suppliers engaged by Swissport GB are required to show certificates of compliance with relevant and prioritized human rights, including non-discrimination, child labour, forced and compulsory labour, security practices and indigenous rights.

You can view certificates of compliance for our key suppliers by clicking on the links below:

<http://www.beeswift.co.uk/web/workwear.inet/page?page=HumanTraffickingandSlaveryPolicy>

<http://www.selectionclothing.com/company>

<http://www8.hp.com/us/en/hpe/hp-information/livingprogress/humanprogress/california-transparency-in-supply-chains-act-of-2010.html>

<http://www.bidvest.co.uk/sites/bidvest.co.uk/files/Modern%20slavery%20July%202016.pdf>

In addition to the above, Swissport GB recognises the legitimate role of trade unions and employee representatives in eliminating slavery and human trafficking. Swissport has established appropriate mechanisms to enable the effective representation of staff.

With a large workforce of more than 8,000 in the UK, Swissport GB has identified that its uniform suppliers operate in a sector that is a potential risk area in terms of slavery and human trafficking.

In summary, Swissport GB has in place systems to;

- Identify and assess potential risk areas in the supply chain;
- Mitigate the risk of slavery and human trafficking in our supply chain;
- Monitor potential risk areas in our supply chains; and
- Protect whistleblowers.

Supplier Adherence to Swissport GB Values:

Swissport GB has a zero tolerance to slavery and human trafficking. As noted above, Swissport GB has in place measures to ensure that those in our supply chain comply with our values and ethics, including the elimination of slavery and human trafficking.

You can view copies of our Supplier's Corporate Social Responsibility Statement by clicking on the link below;

<http://www.swissport.com/corporate/swissport-suppliers-code-of-conduct/>

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Our effectiveness in combating slavery and human trafficking:

The effectiveness of ensuring that slavery and human trafficking is not taking place in the Swissport GB business or supply chains shall be assessed by application of the following key performance indicators:

- To raise awareness of slavery and human trafficking by bringing the contents of the United Nations Global Compact and Code of Conduct to the attention of all employees, by publishing it under 'Company Policies' on the internal portal and providing a formal notice to it on the internal portal home page.
- Ensuring that all new employees receive training on the United Nations Global Compact and Code of Conduct..
- Bringing to the attention of all suppliers the United Nations Global Compact and Code of Conduct and include as an acceptance condition that suppliers will comply with the United Nations Global Compact and Code of Conduct.
- Introduce a specific Slavery and Human Trafficking Policy for Swissport GB which will be published in the internal portal as well as on the Swissport GB website.



Tommy Watt
SVP & Director
Swissport GB Limited

2ND December 2016 (version 2)