

Swissport UK & Ireland and Associated Companies – Modern Slavery Statement

This Swissport UK & Ireland, Slavery and Human Trafficking Statement (“the Statement”) is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the United Kingdom and the Criminal Law (Human Trafficking) Act 2008, as amended by the Criminal Law (Human Trafficking) (Amendment) Act 2013 for the Republic of Ireland and relates to the financial year 01 January 2023 – 31 December 2023.

This Statement is made on behalf of the companies who are part of the Swissport UK Holding Limited (UK) group and its subsidiary companies which includes, but is not limited to, Swissport GB Limited, Swissport Ireland Limited and Swissport Jersey Limited (“Swissport UK & Ireland”), who are subject to the same laws, policies and procedures noted in this Statement.

It continues to be a priority for Swissport UK & Ireland to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

Swissport UK & Ireland Structure

Swissport UK & Ireland provides cargo, ground handling, lounge and trucking services to the aviation industry.

Swissport UK & Ireland is part of the Swissport group of companies (“Swissport Group”). Our ultimate parent company is Swissport International AG, based in Zurich, Switzerland.

The Swissport Group has over 50,000 employees worldwide and operates in over 286 Airports across 44 Countries, Swissport UK & Ireland employs circa over 9,000 employees and operates at 25 locations within the UK & Ireland.

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

[Swissport International AG - Network](#)

Our Business

Swissport UK & Ireland’s business is organised as follows:

Across the UK & Ireland we have Ground Handling Regional Airports split into 2 Business Units. Each Business Unit has a Director of Operations and Deputy Operations Director. Our Cargo Handling Operation is split into 2 Business Units, the North & Ireland and, Southern. Each is managed by Cargo Regional Operations Directors reporting into the Director of Operations Cargo.

Our Supply Chains

Swissport UK & Ireland has a diverse range of suppliers which includes, but is not limited to:

- Suppliers of uniforms
- Suppliers of Ground Service Equipment (GSE)
- Suppliers of goods and products required for business purposes

Swissport UK & Ireland’s policy in relation to slavery and human trafficking (as defined in the Modern Slavery Act 2015)

UN Global Compact and Sustainability Report

Swissport UK & Ireland 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 (2020) 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:

[Swissport International AG - Sustainability](#)

Swissport Anti-human trafficking, forced labour and child labour policy

Since Swissport UK & Ireland's last statement a new Swissport Anti-human trafficking, forced labour and child labour policy has been drafted and implemented with an effective date of 01 June 2024. This policy applies to all personnel employed by or engaged to provide services to Swissport, including, but not limited to, employees, officers, and temporary employees of Swissport. This will be rolled out within the Swissport Group throughout the coming year.

Code of Conduct

As part of Swissport Group, Swissport UK & Ireland 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 responsibility towards society.

The Code of Conduct is an integral part of Swissport UK & Ireland's corporate governance.

The Code of Conduct applies to the Board of Directors, the Group Executive Management Board 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 Chief Executive Officer, Swissport UK & Ireland and the UK & Ireland Executive Leadership Team to ensure that the Code of Conduct is included in staff training on an annual basis.

In summary, Swissport UK & Ireland, 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 UK & Ireland, and has led to the absence of any incidents or violations involving child labour or compulsory labour by any Swissport Group company, including Swissport UK & Ireland, or to its knowledge any of its suppliers. If such a case of non-compliance should occur, Swissport UK & Ireland 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:

[Swissport International AG - Corporate Governance](#)

“Speak Up” Swissport Whistleblowing Hotline

Any employee who learns of or suspects violations of any Swissport Group or Swissport UK & Ireland policy must promptly report the matter to their supervisor, Human Resources Manager, the Head of Compliance & Data Privacy Officer and/or General Counsel. Swissport Group also operates a whistleblowing hotline, called SpeakUp, that can be anonymously, and confidentially used to file a concern.

Supplier Code of Conduct

As part of the Swissport Group, Swissport UK & Ireland is aligned to the Group Wide Supplier Code of Conduct (“Supplier Code of Conduct”) which is mandatory for any approved Suppliers used by any companies within the Swissport group and was implemented on 25 October 2023.

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; and
- Working hours.

Compliance Team

Swissport Group has a dedicated Compliance Committee, which is supported locally in the UK and Ireland with involvement from the following departments:

- Legal
- Human resources.
- Procurement.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, all significant suppliers engaged by Swissport UK & Ireland are required to show certificates of compliance with relevant and prioritised 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://client.selectionclothing.com/company>

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

<https://www.bidfood.co.uk/our-products/quality-assurance/>

In addition to the above, Swissport UK & Ireland 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 workforce of more than 9,000 in the UK & Ireland, Swissport UK & Ireland 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 UK & Ireland 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 UK & Ireland values

Swissport UK & Ireland has a zero tolerance to slavery and human trafficking. As noted above, Swissport UK & Ireland 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:

[Swissport International AG - Become a supplier](#)

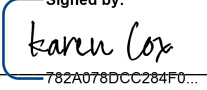
Our effectiveness in combating slavery and human trafficking

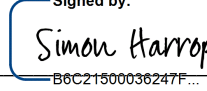
The effectiveness of ensuring that slavery and human trafficking is not taking place in the Swissport UK & Ireland business or supply chains shall be assessed by application of the following key performance indicators:

- 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 and receive refresher training on an annual basis.
- 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.

The above Statement has been approved by the boards of Swissport GB Limited, Swissport Ireland Limited and Swissport Jersey Limited on the 25 June 2024.



Signed by:

Signed: _____
Karen Cox
Chief Executive Officer and Director
For and on behalf of Swissport GB Limited and Swissport Jersey Limited

Signed by:

Signed: _____
Simon Harrop
Chief Financial Officer and Director
For and on behalf of Swissport Ireland Limited

25 June 2024

In 2023, Swissport International AG will provide best-in-class airport ground services for some 3.9 million flights carrying c232 million airline passengers across 292 Airports. We will also handle roughly 4.7 million tons of air freight at 115 Cargo Warehouses.

For more information contact:

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