



MODERN SLAVERY STATEMENT

Modern Slavery Act 2015

The Modern Slavery Act 2015 introduced changes in UK law focused on increasing transparency in supply chains. Our organisation is required to produce a "slavery statement" each financial year. This statement demonstrates the steps taken by our organisation to seek to ensure that Modern Slavery and human trafficking is not taking place in the organisation's business or supply chains and is part of our commitment to improving our practices to combat modern slavery and human trafficking.

Therefore, you may find our statement for this financial year hereafter:

INTRODUCTION

This statement is published in accordance with Section 54(1) of the Modern Slavery Act 2015 for the financial year ending on 31 December 2022. It sets out the steps that TAG Aviation (UK) Ltd. ("TAG Aviation") has taken and is continuing to take to ensure that Modern Slavery is not taking place within its business or supply chain. TAG Aviation is committed to preventing any form of slavery in its corporate activities and to ensuring that its supply chains are free from slavery.

ORGANISATIONAL STRUCTURE AND BUSINESS

TAG Aviation is a privately owned and bespoke service provider offering a broad range of business aviation services including aircraft acquisition, aircraft management, charter and client liaison services. TAG Aviation is recognised for setting unrivalled standards in business aviation client service, safety systems, operational excellence and applying consistently its corporate values in the conduct of its business. TAG Aviation operates from Farnborough Airport in Hampshire, UK and is part of a larger organisation with other group companies in Geneva and Malta.

TAG AVIATION POLICIES

Human Resources procedures – TAG Aviation undertakes background checks on all candidates prior to their commencement of work. This includes their criminal history, their working history for 5 years prior to their start date and any gaps in employment. Where applicable TAG Aviation checks that the candidate has a valid work visa and is of an appropriate age to work. TAG Aviation also operates a whistleblowing policy. The purpose is to encourage all employees to report any wrongdoing which extends to human rights violations like modern slavery.

Procurement procedures – TAG Aviation is engaged with our supplier base and monitors potential risk of slavery in our supply chains.

TAG AVIATION SUPPLY CHAIN

Though TAG Aviation believes that it operates in a relatively low risk industry sector when it comes to modern slavery, we are however committed to taking any steps necessary to reduce the risk of modern slavery which could take place at any level in TAG Aviation's supply chain.

TAG Aviation supplier's network consists of third-party flight support, aviation support services providers, ground handling, ground transportation, food and beverages services, hangarage, parking



and maintenance services, aircraft cleaning services as well as IT equipment or the use of office-supply companies.

TAG Aviation will not knowingly conduct business with anyone engaged in modern slavery and endeavours to appoint only recognised and respected suppliers that demonstrate ethical principles in the way they operate. In case TAG Aviation detects any ethical issues with a contracted supplier, TAG Aviation will not hesitate to promptly terminate its engagement with the supplier.

TAG AVIATION DUE DILIGENCE

TAG Aviation promotes high ethical standards and aims to ensure at any time that all employees are treated with dignity and respect. TAG Aviation's aspiration is to provide a working environment in which all employees can realise their potential, free of harassment and discrimination. TAG Aviation is committed to ensuring the health and safety of its employees and it has robust policies in place to support this.

As part of an ongoing process, every new employee goes through an internal induction during which they are introduced to the organisation and support network available to them. Each employee is advised of his/her rights, obligations and ways of raising concerns, whether of their own or others. TAG Aviation will continue to review our key suppliers to increase transparency and minimise the risks of slavery.

RAISING AWARENESS

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we have rolled out a mandatory e-learning course to all our employees, which covers topics such as various forms of modern slavery in which people can be held and exploited, the size of the problem, how employees can identify the signs of slavery and human trafficking and what they should do if they suspect slavery or human trafficking.

TAG AVIATION FUTURE STEPS

TAG Aviation recognises that as an organisation it has a moral responsibility of ensuring that it continuously looks at ways of spreading awareness and minimising risks of modern slavery.

Therefore, TAG Aviation's plan for the coming year is to continue a review of its key suppliers including the terms and conditions it has in place with them. The aim of this exercise is to monitor transparency, increase awareness and develop further processes to minimise risks of modern slavery in its supply chains and allow effective reporting in the longer term.

APPROVAL

This statement has been approved by the board of directors of TAG Aviation and will be reviewed and updated annually.

TAG Aviation Europe

Joanne Goodall
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Joanne Goodall', written over the printed name and title.