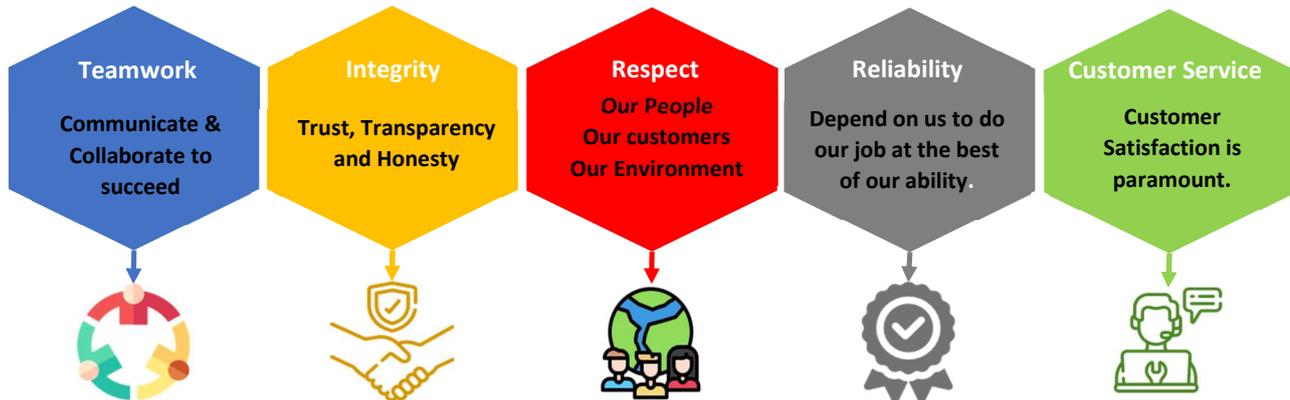


## Aeropeople Limited Modern Slavery Act Policy Statement

For the financial year ending 31 December 2022

Aeropeople has 3 divisions comprising of specialist recruitment solutions, Training and aircraft engineering services encompassing Aircraft Line Maintenance and CAMO.

Aeropeople adheres to the core values of:



Consistent with these values, Aeropeople has a zero-tolerance approach to modern slavery in our own business and throughout our supply chain and is committed to acting ethically and with integrity, in line with these values, in all business dealings and relationships. This policy applies to all employees, contractors, suppliers and customers and any other persons or organisations doing business with Aeropeople. Aeropeople complies with the employment laws of every country in which it operates and expects those with whom it does business with to do the same.

Aeropeople has not received any reports of instances of modern slavery over the past financial year but will continue to raise awareness of modern slavery and of the need for proper due diligence and risk assessment processes to be applied by all employees, contract workers, suppliers and customers, in accordance with its policy.

Aeropeople has implemented and enforced effective and proportionate systems and controls to provide reasonable assurance that modern slavery is not taking place anywhere in its own business or in any of its supply chains.

Aeropeople is also committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains, consistent with disclosure obligations under the Modern Slavery Act 2015. There is an expectation of the same high standards from contractors, suppliers and other business partners, and as part of the Aeropeople contracting processes specific prohibitions are included against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.

In addition, Aeropeople takes a zero-tolerance based approach to bribery and corruption and as such will not offer or accept bribes in any circumstances and will fully abide by UK anti-bribery legislation and the relevant legislation of any countries in which it is established, operates and trades.

Aeropeople acknowledges the risk within the industry and territories that it operates, however considers the risk of modern slavery to be low due to the nature of its supply chain and the responsibility it takes to combat modern slavery as demonstrated by this policy.

## The Aeropeople Business Process

- Aeropeople considers it to be everyone's responsibility to prevent, detect and report any instances of modern slavery in any element of its business, including customers and supply chains. At the start of a new relationship with another organisation, whether a customer or a supplier, Aeropeople will carry out due diligence activities to ensure that the organisation it intends to enter into a relationship with meets appropriate ethical and professional standards. Whilst it is important to ensure that the standards are met at the beginning of a relationship, it is equally important to ensure that the same standards are maintained. Aeropeople will risk assess and determine on a case by case basis the due diligence checks required for each new business relationship, such due diligence includes:
  - Ethical Standards
  - Independent References
  - Sustainability
  - Financial Stability

Information is obtained from reputable business information services enabling checks as to whether partners, customers, and suppliers and their key personnel are subject to any sanctions or on any law enforcement databases anywhere in the world as well as any negative media coverage. Where partners, customers and prospective suppliers are in high-risk industries, located in high risk countries or if initial checks indicate cause for concern Aeropeople would utilise a third-party services to investigate a company or individual in more depth.

Modern Slavery awareness training has been delivered to all personnel responsible for relationships with external organisations. Training is continually reviewed, and awareness of Modern Slavery will be included within the induction process for all new employees.

Signed by



Aeropeople Limited

Dated 30th June 2023