



Modern Slavery Statement 2021



INTRODUCTION

Modern slavery is a growing issue, and we understand the important role that MAG has to play. As a socially responsible organisation, we adopt the highest professional standards and comply with all laws, regulations and codes applicable to our business. No form of modern slavery is acceptable in our operations, or in those companies who work with us or on our behalf.

We continue to take steps to improve our practices to identify and eliminate modern slavery which may occur within our business, supply chains and across our airport operations. As our airports are a gateway for both entry into and exit from the United Kingdom, this presents additional challenges in our approach to preventing modern slavery. Consequently, we take our responsibilities very seriously and since July 2019 have partnered with Slave-Free Alliance who support us in our approach to tackling modern slavery. We were the first airport operator to become a member and continue to work with them to improve our practices and approach across our business, supply chain and airport operations.

This statement reflects a full 12 months of continuing impacts from the pandemic. Against that backdrop and those challenges, MAG is more committed than ever to providing a fair, safe and inclusive place to work and to run our business in an ethical and responsible manner. This includes having a zero-tolerance approach to modern slavery and we fully support the Government's objectives to eradicate modern slavery and human trafficking.

One of MAG's core values is 'Safe Hands', this is because at all our airports within MAG we treat the safety and security of guests and colleagues as our number one priority. We act with the highest standards of honesty, integrity and responsibility therefore, our priorities over the last 12 months have been to continue to keep our passengers and colleagues safe and to support our local communities wherever possible.

Keeping everyone safe, treating everyone with respect and doing the right things are three of our values, which underpin everything we do. Unfortunately, however, we live in a world in which slavery and human trafficking still takes place, and some of those being trafficked come through Manchester Airport Group (MAG).

The COVID-19 pandemic continues to have significant impacts on the aviation industry including Manchester Airports Group. The resulting travel restrictions have brought drastic reductions to passenger travel, and even the introduction of the UK's traffic light system and the removal of Government advice against overseas travel earlier in 2021 has so far led only to a limited recovery in passenger numbers.

Impacts of the pandemic have included the need to place many of our colleagues on furlough and unfortunately, as with others in the airline industry, also continue to reduce the number of employees across our sites. Despite this, we recognise the need to maintain vigilance in respect of modern slavery and continue to work with Slave-Free Alliance. Despite some delays, we remain committed to positively progressing our existing plans wherever possible.

This statement outlines the steps we have taken in this financial year to tackle modern slavery and includes details of our ongoing commitments and plans which will be reviewed continually in light of the existing challenges of the present pandemic and its impact on the aviation sector.

Publication of this statement has been developed in accordance with Section 54 of the Modern Slavery Act 2015 and covers the financial year ending 31 March 2021. This statement is made and issued on behalf of the Manchester Airports Holdings Ltd, the parent company of Manchester Airports Group.

This statement was approved by the Board on 30 September 2021

SUMMARY OF PROGRESS MADE THIS YEAR

Supplier Framework

We have developed a supplier assessment scoring framework for the assessment of responses to questionnaires. A review of this framework and advice relating to other methods of assessment is in scope for agreed training from Slave Free Alliance.

Findings relating to the first wave risk assessment of our suppliers have been provisionally categorised as "low risk". Appropriate actions **for all and any** current and future findings will be tested with Slave-Free Alliance to ensure these are effective and fit for purpose for our specific supply chain.

Our supplier selection due diligence (pre contract) is robust and detailed below. We are in the process of "right sizing" our supplier risk management approach (post contract), as the pandemic has changed our spend profile and business organisation significantly.

Training and Onboarding

Through our 'train the trainer' approach, we have continued to deliver annual inhouse 'Travel Safe' training for our front-line security officers/ambassadors ensuring the content remains in line with latest Home Office and Border Force guidance.

All new colleagues joining MAG receive a copy of our Modern Slavery policy and online training.

At Manchester Airport we have built into our annual training, information in relation to 'Ask ANI' initiative launched by pharmacies. This helps educate our colleagues about an alternative way for individuals in need of help to ask for it discreetly. The next stage is to expand this into our annual training for both Stansted and East Midlands

Anti-Slavery Day

We recognised Anti-slavery day on 18th October 2020, developing in house promotions and communications to raise awareness.

Recruitment

Through a validation process with Slave-Free Alliance we can confirm that MAG's standard recruitment checks of colleagues employed directly by MAG offer a significant level of protection. In addition, MAG achieved 'compliant' status following our most recent CAA audit on our recruitment and vetting processes. Commended on the rigour, sound knowledge and record keeping of background checks completed to regulatory standard and the quality assurance controls in place in mitigating an insider threat.

It was our intention to explore our procurement and recruitment processes in more depth, for short term labour however, this has been delayed because of COVID-19 and the significant reduction in recruitment, so the risk was minimised. This is on our action plan to begin the review when circumstances allow.

Relationships

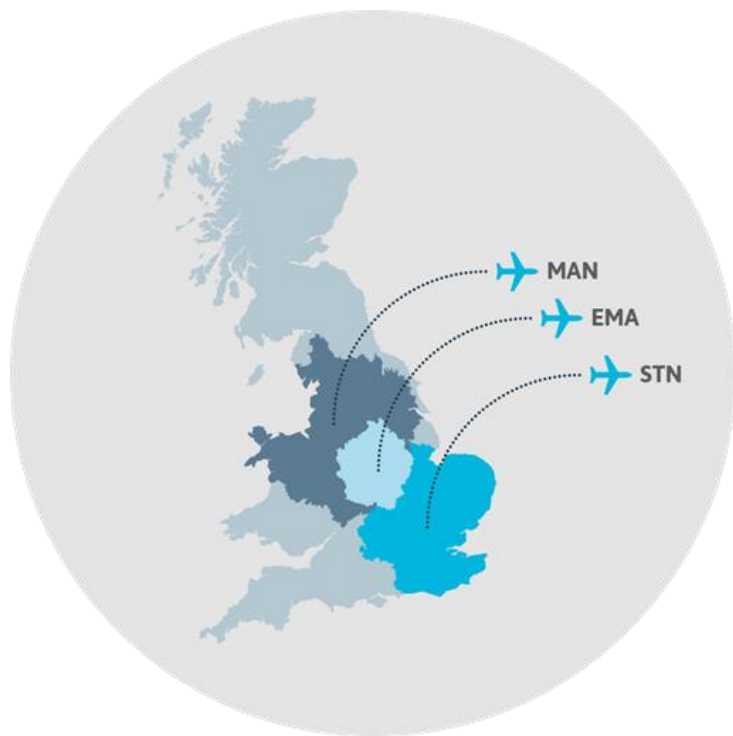
We have strong local relationships with our Border Force Partners at each airport. They have provided detailed training to a number of our customer services roles, to support the work the Border Force do.



MAG's STRUCTURE AND BUSINESS

ABOUT MAG

MAG owns and operates three UK airports – Manchester, London Stansted and East Midlands, and is the UK's largest airport operator.



60 million

Pre-covid, the Group saw over 60 million passengers flying through its three airports.

270

The number of destinations flown to worldwide.

40,000

The approximate number of people working on site

20 million

The Covid pandemic has significantly reduced traffic volumes and the group is expected to handle approximately 20 million passengers by March 2022. Recovery to pre pandemic levels is expected by the end of winter 2024.

MAG's ownership structure comprises a blend of public and private shareholders, including Manchester City Council (35.5%), IFM Investors (35.5%) and the nine other Greater Manchester local authorities (29%).

OTHER KEY AREAS OF THE BUSINESS / EXPERTISE

Retail and hospitality – MAG is experienced in airport retail and hospitality, we operate a range of facilities and bespoke products across our airports at Manchester, London Stansted and East Midlands.

Property – Established in 2001, MAG Property is the property and development arm of Manchester Airports Group and manages high-quality space in offices, terminals, hangars, warehouses, and hotels across our three airports.

Cargo business – MAG has major cargo facilities at East Midlands and Stansted Airports, with East Midlands being the largest dedicated freight operation in the UK. The covid pandemic has seen an increase in cargo operations and in 2020, MAG airports handled approximately 700,000 tonnes of cargo.

US business – Our USA business works with airports to develop and operate terminal and retail solutions, passenger lounges and car parking facilities.

Car Parking – In addition to car park operations at all three of its airports, MAG owns Looking4.com, a distributor of airport parking and ground transportation with global coverage and offering a range of different parking options.

Other Facilities – Our multi-faith chaplaincy teams and rooms provide opportunities for quiet reflection, for prayer and for individual support to passengers and those working on our sites.



You can find out more about MAG and our performance [here](#).

Our aim as a business is to grow sustainably, but we recognise too that the size, scale, and nature of our business means we have a duty to pursue that growth in a responsible way, minimising our impact on our environment and maximising the support and benefit we offer to the areas we serve. Our CSR strategy is an important and integral part of our business strategy which is designed to enable us to deliver growth in a way that benefits local and regional communities and minimises the impacts associated with our operations. Details of our ongoing strategy which includes our commitments relating to modern slavery can be found [here](#).

MAG's SUPPLY CHAIN

MAG is committed to acting ethically and with integrity towards the prevention of modern slavery in our supply chains. We do this by striving to:

1.

Identify and understand modern slavery risks specific to MAG and across our airport locations.

2.

Strengthen and maintain our stakeholder engagements to ensure that there is transparency throughout our supply chain and that nobody is exploited.

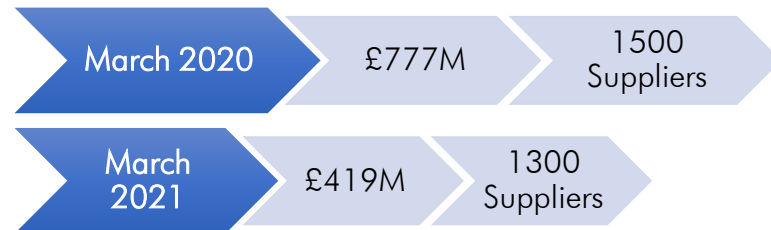
3.

Engage and support our suppliers to eradicate any shortcomings in upholding the standards and principles of basic human rights and the MAG Supplier Code of Conduct.

We procure a diverse range of goods, works, and services across our businesses that range throughout many sectors. This can be anything from procuring critical assets to staff uniforms. MAG's procurement frameworks and systems allow us to have clear visibility of our suppliers, and supply chain risk including modern slavery. Most of our suppliers are based in low-risk countries and are broadly grouped into categories: Group Assets, Works, Business Services and Airport Services.

As compared to our last Modern slavery statement, MAG spend profile has significantly reduced. This impact on our business has propelled procurement not only to revisit its operating model but to ensure that our approach and strategy to the prevention of Modern slavery in our supply chains are appropriate and 'right sized' for capacity.

As showed in the below diagram, for this financial year ending March 2021, MAG has spent £419M and transacted with approximately 1,300 suppliers, which is a significant reduction in spend and the number of suppliers we engage with, as compared to last financial year ending March 2020 (spend of £777M with approximately 1500 suppliers).



These major changes in data have led us to take the following actions: -

- Revise our operating model to support our current function which allows Modern slavery standards to be upheld.
- "Right sizing" our supplier risk management approach (post contract), in an effective and targeted way.
- Strengthen our internal processes, in particular our Preferred Supplier List (PSL) which now redirects our team's capacity to focus on more strategic suppliers, making Modern slavery risks and supplier risks more visible and manageable.

The monitoring of our supply chain activities and modern slavery risk are sustained through our departments policies, procurement practises and our approach to supplier due diligence.



PROCUREMENT POLICIES

Our Supplier Code of Conduct is one of our policies that is used to set our standards and expectations of all parties in which we conduct business, which includes our commitment to the eradication of modern slavery in supply chains. This Supplier Code of Conduct forms an integral part our contractual terms and conditions when doing business with suppliers and explains ‘what our commitment and expectations mean’ from us and from our suppliers.

Confirming that the Supplier organisation at least meets or exceeds the MAG standard is a pass / fail criterion when formally tendering to supply goods, works or services to MAG. Suppliers who are successful in their bid to contract with MAG become part of our Preferred Supplier community. Stakeholders are incentivised to only work with MAG’s preferred suppliers via our Policy position.

POLICY	SCOPE	REFERS TO	RELEVANCE TO MODERN SLAVERY
SUPPLIER CODE OF CONDUCT	<p>The Supplier Code of Conduct sets out MAG’s expectations of ourselves and all of those who work with us.</p> <p>It applies to all Suppliers, Subcontractors, and Concessionaires, collectively referred to as our “suppliers”. MAG expects our suppliers to treat our colleagues and service partners with fairness and respect, in return we expect our colleagues and service partners to treat our suppliers in the same manner.</p>	<ul style="list-style-type: none"> • Modern Slavery Act (2015) • Sustainable Supply Chain • Health and Safety • Conflict of Interest • Anti-Bribery and Corruption • Whistleblowing • Information Security and Data Protection • Procurement Regulation • Competition Law • Social Media and External Communication • Respectful Treatment • Environment 	<p>This document provides our clear position of a ‘zero-tolerance’ approach to modern slavery breaches.</p> <p>This does not mean that we would instantly ‘cut-off’ our relationship with those suppliers, but rather a ‘zero tolerance’ approach would allow us to immediately investigate and work with suppliers to address those issues where possible, to meet the minimum working conditions as outlined by the International Labour Organisation (ILO).</p>
PROCUREMENT AND CONTRACTS POLICY	<p>The Procurement and Contracts Policy sets out ten (10) Key Procurement Principles that establishes our commitment to the effective delivery of our procurement and contracting requirements.</p>	<ul style="list-style-type: none"> • MAG Sustainable Supply Chain Policy • MAG Executive Scheme of Delegation • MAG Health & Safety Policy • MAG Anti-Bribery Policy • MAG Code of Conduct • The Procurement & Contracts Sourcing Process • CIPS Ethical Code • The Prompt Payment Code • DG1 Procurement Request for Service 	<p>Key Principles within this policy highlights the compliance requirements with other procurement related policies including the Supplier Code of Conduct, MAG T&C’s, and the Sustainable Supply Chain Policy.</p> <p>All these policies reinforce MAG’s position on modern slavery.</p>
SUSTAINABLE SUPPLY CHAIN	<p>This policy compliments MAG’s Corporate Social Responsibility (CSR) strategy and details our commitment to responsible and sustainable supply chain management.</p>	<p>Corporate Social Responsibility Policy</p> <ul style="list-style-type: none"> • MAG Health & Safety Policy • MAG Anti-Bribery Policy • MAG Code of Conduct • The Prompt Payment Code 	<p>Modern Slavery forms part of a wider human rights agenda, therefore having a strong approach to sustainability may result in improvements to people’s lives, and by extension our fostering a stronger sustainable supply chain.</p>

PROCUREMENT POLICIES

We recognise that effective procurement and contract management of goods, works, and services are critical in driving operational excellence for our business. Therefore, we are externally accredited by the Chartered Institute of Procurement and Supply (CIPS), which means that our policies, strategies, procedures, and processes meet the excellence standard set by CIPS and are aligned with procurement industry best practice. Some of our practises in actions include:

Ensuring that our Procurement and Contracts Policy is reviewed on an annual basis

Our Policy has been reviewed and up issued in August 2021. The Procurement and Contracts policy has 10 key principles which forms the foundation upon which the policy is built on, principle number (9) states we will:

‘Only work with suppliers that respect our corporate values, meet our financial and ethics standards, and agree to our Supplier Code of Conduct.’

The Modern Slavery Act (2015) is embedded within our Supplier Code of Conduct. We understand the importance of embedding our values and ethical standards throughout our procurement process.

Construction Contracts

Our construction contracts, often with heavy use of sub-contractors, include approval rights before sub-contracts are placed. Monitoring of supplier performance is also an important part of our function. We utilise contract management tools to assist in driving continuous improvement in terms of contract management, administration, and to be aligned with industry standards NEC (New Engineering Contract is an industry standard suite of contracts utilised in the Construction and Services sector and used under licence).

Procurement Documentation

Our procurement documentation, contract terms and conditions also require adherence with the Modern Slavery Act (2015), and we have robust audit rights.

Preferred Supplier Community

Suppliers who are successful in their bid to contract with MAG become part of our Preferred Supplier community. Our Preferred Supplier List is continuously revised and improved for the contracting of all third-party goods, services, and works across all our airports. All our preferred suppliers are contracted on agreed terms and conditions with MAG which include compliance with the Modern Slavery Act (2015), reporting requirements and MAG standards.

Training

In addition to these policies, it is mandatory that all our procurement staff annually, complete a non-disclosure and conflict of interest declaration and complete an annual Ethical Procurement and Supply training which includes modules on modern slavery, anti-bribery, and corruption.

Although most of our procurement staff are professionally certified within the field of Procurement, we continuously support employees seeking training and development opportunities especially within the procurement function, as we know that further development will increase their capabilities and awareness of modern slavery within supply chains.



MAG'S POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING

MAG's commitment to acting ethically and ensuring that there is no modern slavery in our supply chains or business is supported by our company values and group policies.

Our policies are reviewed in accordance with the organisation's various governance approaches, our Tier 1 policies are reviewed, updated, and signed off by our CEO on an annual basis. During 2020/21 there was a delay in this process because of COVID-19, however, is being progressed currently and will be concluded no later than 31 March 2022.

These policies provide information and guidance to our employees, contractors and partners on MAG's expectations and standards required. Our Tier 1 corporate policies form a core part of colleague induction and all other colleague policies are communicated via our intranet (or in the case of supplier policies there are communicated directly, where appropriate).



The following policies which are relevant to modern slavery apply to all employees, contractors and anyone working for or on behalf of MAG:

Modern Slavery and Human Trafficking policy

The modern slavery and human trafficking policy outlines our commitment to tackling modern slavery and sets out the standards we expect of all colleagues and provides guidelines on how to report any suspicions or concerns relating to modern slavery.

Whistleblowing policy

The whistleblowing policy includes a mechanism for reporting in confidence any concerns relating to modern Slavery. This is available for both employees and others engaged by MAG to report any concerns relating to modern slavery. MAG also provides an independent route for reporting concerns via Safecall who offer a confidential service 24 hours a day, 365 days a year.

Code of Conduct

The code of conduct outlines how our colleagues and other workers should behave and apply our values in their daily work, embedding that we should treat each other with dignity and respect. Any instance of non-compliance is either managed via our disciplinary policy or where non- employees are involved via the provider.

Diversity policy

The diversity policy outlines our commitment to promoting equality and diversity in the workplace and to tackling any inappropriate behaviour in breach of the policy.

Corporate Social Responsibility policy

The corporate social responsibility policy sets out our CSR strategy and a supporting programme that addresses the priorities identified.

Anti-Bribery and Corruption policy

The anti-bribery and corruption policy outlines our zero-tolerance approach and principles in relation to the prevention and detection of bribery and corruption.

Recruitment and Selection policy

The recruitment and selection policy sets out our principles and approach for recruiting responsibly. This applies to the recruitment of MAG employees (permanent and fixed term).

In addition, there are several core Procurement policies which have been detailed in the previous section.

MAG's APPROACH TO DUE DILLIGENCE

MAG recognises that modern slavery is a constantly evolving crime and therefore it is important to continue to develop and strengthen organisational strategy and operational activities accordingly.

As part of our relationship with Slave-Free Alliance, an audit report was conducted by their team in November 2019 to review and assess MAG's approach and key risks relating to modern slavery in the business and its supply chain and to explore opportunities to build on existing areas of good practice.

The audit report produced was comprehensive and continues to inform our next steps and priorities for MAG's strategy and future approach.

GOVERNANCE AND STRATEGY

Our Modern Slavery Working Group was established in 2019 and drives the development and delivery of our strategy across the Group. This includes ensuring that the recommendations from Slave-Free Alliance and our response are implemented in ways that are effective and proportionate. The formation of this group is currently being refreshed and updated to reflect the changes in our organisation but will continue to include representation from key functions including CSR, Compliance, Operations (covering Manchester, Stansted, and East Midlands Airports), HR, Procurement, and our Technical Training department. The Terms of Reference for this group provides clarity on purpose and accountability.

The MS Working Group reports into the CSR Committee which has ultimate responsibility for our strategy on modern slavery. During the financial year reported on, executive sponsorship of our modern slavery agenda sat with the Chief Customer Officer and transferred to the Chief People Officer in October 2020.

Our modern slavery action plan captures and enables monitoring of progress against our strategy (as outlined in an earlier section of the report detailing 'what we said we would do and what we did'). This clearly identifies our plans, timelines for completion and key risks, so that we prioritise activities and identify who is accountable for them.

In 2019 our internal Risk Management team reviewed our approach to modern slavery and our activities across the 3 key areas of Operations, People and Procurement. To ensure appropriate ongoing governance, MAG's compliance with modern slavery requirements has been added to the organisational corporate register. This outlines the risk and details of the controls in place to mitigate it. It also includes further actions where these have been identified alongside action owners and due dates for implementation. This detail is regularly reviewed as part of the MAG organisational risk management process.

Our Whistleblowing procedure and independent hotline (provided via Safecall) enables colleagues to report any concerns relating to modern slavery. In line with this, as part of our monitoring activities we check whether any concerns have been raised regarding modern slavery and during 2020/21 financial year, there were none reported.



OUR RISKS AND HOW WE MANAGE THEM

Modern Slavery has three key dimensions in MAG which we consider when reviewing risk and developing our plans:

Our people

MAG colleagues, contractors (including temporary staff) and third-party airport-based colleagues being trafficked/used as modern-day slaves.

Our supply chains

Our airports

Our airports being used as a route through which people are trafficked (knowingly or unknowingly).

In addition, the audit report produced by Slave-Free Alliance has helped us identify and cement our own views on the key areas of risk that modern slavery presents to MAG's business. Our main areas of focus are outlined below:

INTERNAL RISKS

We believe the current level of risk within the business (among colleagues) is low. This is due to the highly regulated nature of our business which requires robust and extensive colleague checks in the recruitment process and ongoing 'in employment' checks for some roles.

In addition, we have well established processes in place for reporting concerns either through our Whistleblowing policy, via our external partners Safecall Ltd or by using the internal grievance process.

OPERATIONS

Human trafficking through our airports is a constant risk within our business. As we have for a number of years, we continue to work closely with specialists and subject matter experts including Border Force, GMP and Business Network connections to continuously look at joined up operations within our airports. We are able to respond quickly where we believe the Airport is being used to facilitate human trafficking and, with the support of these specialists and agencies including our own Chaplaincy team we are able to manage these cases sensitively and effectively.

During 2020/2021 we have continued to develop close relationships with Border Force to support their and our activities.

RECRUITMENT BY THIRD PARTIES

The main risk for MAG in respect of recruitment lies in the volume areas where immediate and short-term replacement of colleagues is required to keep the airport functioning (e.g. due to sickness) particularly for areas such as car parking, security inspections, chefs etc. These areas are more likely to have a higher presence of migrant workers although many roles are customer facing and so require a basic level of spoken English, plus for those roles required airside, photographic evidence is required to obtain a temporary ID pass.

Due to the range of agencies used, we need to consider the minimum standards required of our labour providers in these circumstances e.g., on Right to work checks, Identity (in line with most recent Govt. guidance). It was our intention to explore this in more depth, however, this has been delayed because of COVID-19 and the level of recruitment has significantly reduced during this period due to reduced passenger volumes. This is on our action plan to begin the review when circumstances allow.

SUPPLY CHAIN

Previous risk assessments have prompted MAG to issue Supplier Questionnaires based on potential risks relating to country, product or labour. Emerging from that assessment, fifty-seven (57) suppliers was identified for our 'first wave' of risk assessments and procurement has since developed a proposed scoring framework for the analysis of those questionnaires. A review of this proposed framework and advice relating to other methods of assessment are in scope with support from our modern slavery partners- Slave Free Alliance, who will assist and advise on the effectiveness and suitability of our current supplier risk assessment and analysis and will propose actions.

Given the devastating effect of the pandemic on both our organisation and our supply chain, we want to revisit what we can do post contract award, "Right sizing" our supplier risk management approach in an effective and targeted way.

We have recognised that we need to develop a fit for purpose, risk – based approach to the identification, assessment, mitigation and monitoring of any risk relating to Modern Slavery that presents itself within the Supply Chain, post contract award.

MAG'S EFFECTIVENESS AND MEASURES

We have an ongoing action plan to develop our approach and also monitor our progress and its effectiveness. We currently assess our effectiveness against both qualitative and quantitative measures, as well as outcomes and outputs.

We currently:

1.
Obtain and act on feedback relating to modern slavery awareness activities including education and training.

2.
Ensure all colleagues review our Tier 1 policies annually and report that they have read and understood it. Where non-compliance is reported, this is escalated to the line manager for action.

3.
Look to improve our supplier due diligence process and to strengthen our relationships with suppliers with a view to develop greater understanding of modern slavery obligations and requirements.

4.
Our Modern Slavery Working Group meets quarterly to review the action plan and progress against each action, any recent developments and additions required to the plan and priorities for the following quarter.

5.
Continue to monitor any cases reported via our Whistleblowing Policy or independent reporting hotline. We had no reports of modern slavery during 2020/21.

6.
The Internal Audit Team who operate as MAG's 'third line of defence' review our approach and ensure that risk profiles are updated regularly and reviewed annually taking into account the initial risk, the impact of existing controls and resultant residual risk.

7.
Continue to work with both on site partners (such as airport police, border force and chaplaincy) to develop intelligence about modern slavery activities and with external parties such as Slave Free Alliance, Greater Manchester Modern Day Slavery Business Network, and our other airports to ensure continuous improvement.

We are looking to develop more specific KPI's once some of the core activities which were planned in but delayed due to COVID-19 are approved and established.



MAG'S TRAINING AND EDUCATION

All MAG employees complete the following training and education activities:

MS e-learning training module

This is an annual module and explains the various types of Modern Slavery and Human Trafficking, how to spot the signs and the various routes to report concerns. The module also includes a mini quiz to test understanding. This training package was reviewed and assessed by Slave-Free Alliance who confirmed that it was a good eLearning package and the only improvement suggested was to incorporate a video to add impact. This will be considered as part of our future activities.

An e-learning education module

This requires colleagues to read all Tier 1 policies when they start at MAG and then again on an annual basis. This includes amongst other key policies:

- o Modern Slavery
- o Employee Code of Conduct
- o Whistleblowing
- o Anti-bribery and corruption
- o People
- o Corporate Social Responsibility

We monitor the numbers completed through our eLearning platform and send reminders to anyone who has not completed the training or who is due to do their training.

Front-line colleague training

Front-line colleagues also receive more in-depth training. Following feedback from Slave-Free Alliance and Border Force at Manchester Airport, we reviewed and updated our front-line training provision. The improvements made included the addition of a case study, more updated information and imagery and the content made more practical and direct to enable colleagues to identify and understand the signs to look for more easily. Each colleague is provided with a copy of the most recent Home Office Modern Slavery Booklet as further reference materials to support them.

Procurement

As outlined previously, our procurement colleagues complete mandatory annual Ethical Procurement and Supply training which includes modules on modern slavery, anti-bribery, and corruption.

Specific Modern Slavery training to raise awareness and crucially help the Procurement team to develop their post-contract action plan was put on hold due to COVID 19 but is now scheduled to take place in October 2021.

Health & Safety

The health, safety of our colleagues and customers is one of our core values - 'Safe Hands'. Colleagues, customers, suppliers and third parties are required to adhere to our COVID Secure measures whilst being on our premises. These include wearing face coverings (unless exempt) in terminal areas and shared spaces, socially distancing, and adhering to good hand hygiene, along with additional cleaning in key areas of the airports.

We have communicated these requirements, to colleagues, suppliers and third parties, supported by poster campaigns across our airport facilities.



OUR PLANS FOR 2021/2022

Our plans for the year commencing 1 April 2021 – 31 March 2022 are as follows:

SLT Education Sessions

Executive Committee and SLT education and awareness sessions on what modern slavery is, the types of exploitation most likely to affect MAG, and reaffirming of their role in supporting MAG's commitments and responsibilities in providing a fair, safe and inclusive place to work and to run our business in an ethical and responsible manner.

Procurement Training

Procurement Training with Slave-Free Alliance to enable MAG to effectively manage modern slavery risks in our existing supplier base and reduce the risk in a new supplier selection process.

Supply Chain Strategy

Develop a strategy for our supply chain including supplier due diligence and a risk management approach.

Review and Update MAG Policies

Review and update the relevant MAG policies and develop an internal escalation process for any of our colleagues, who are identified as a victim of Modern Slavery.

Review procurement and recruitment processes

Review of our procurement and recruitment processes for short term labour to minimise any potential risks.

Partnerships

Partner with Border Force and our Chaplaincy on initiatives for our airports to support Anti-Slavery Day, including signposting the support available to individuals who may be potential victims of Modern Slavery.

Reviews

With the expanded MS Working Group, review our strategy, risks, and action plans.

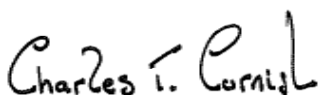
Accountability

Explore MAG's role and accountability for the education and awareness that our partners carry out with their colleagues who are working at our airports.

Auditing

Establish a risk-based audit framework and process to enable metrics to be reported to CSR Board.

This statement has been approved by the Board.



Charlie Cornish
MAG Chief Executive Officer
30 September 2021

