

## 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 is a statement of the steps taken by the organisation to seek to ensure that modern slavery is not taking place in the organisation's business or supply chains.

You may find our statement for this year hereafter:

### INTRODUCTION

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015 for the financial year ending on 31 December 2019. It sets out the steps that TAG Aviation (UK) Ltd. ("TAG UK") has taken and is continuing to take to ensure that modern slavery is not taking place within its business or supply chain. TAG UK 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 UK is a privately owned and bespoke service provider offering a broad range of business aviation services including aircraft acquisition, aircraft management, charter and FBO/handling services.

TAG UK 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 UK operates from TAG Farnborough Airport in Hampshire, UK and is part of a larger organisation with headquarters in Geneva, Switzerland and subsidiaries in various other countries including Bahrain and Malta.

### TAG UK POLICIES

TAG UK 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 UK checks that the candidate has a valid work visa and is of an appropriate age to work.

TAG UK also operates a whistleblowing policy. The purpose is to encourage all employees to report any wrong doing which extends to human rights violations like modern slavery.

Registered in England & Wales 3640741

## **TAG UK'S SUPPLY CHAIN**

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

TAG UK 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 UK 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 UK detects any ethical issues with a contracted supplier, TAG UK will not hesitate to promptly terminate its engagement with the supplier.

## **DUE DILIGENCE**

TAG UK promotes high ethical standards and aims to ensure at any time that all employees are treated with dignity and respect. TAG UK's aspiration is to provide a working environment in which all employees can realise their potential, free of harassment and discrimination. TAG UK 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.

## **FUTURE STEPS**

TAG UK 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 UK's plan for the coming year is to:

1. Increase staff awareness of this important issue. Modern slavery briefing sheets will be issued to all employees, highlighting some common signs of modern slavery as well as showing them ways of how to report any concerns.
2. In the coming year, TAG UK is committed to conducting a review of its key suppliers including the terms and conditions it has in place with them. The aim of this exercise is to ensure transparency, increase awareness and minimise risks of modern slavery in its supply chains.

## **APPROVAL**

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



Carlos Gomez Serrano  
Director of TAG UK