



MODERN SLAVERY STATEMENT

Harrods Aviation Limited
Air Harrods Limited

FY 2022-23



Harrods

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (“MSA”) and sets out the steps that Harrods Aviation has taken and is continuing to take in order to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. As a Fixed Base Operator (an “FBO”), we understand that our stakeholders – employees, customers, community and investors - expect us to conduct our operation in a responsible manner. We have a zero-tolerance approach to any form of modern slavery and are committed to acting ethically and with integrity and transparency in all of our business dealings, and where possible to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. We aim to create a positive and long-lasting impact in the workplace, marketplace, environment and the community.

This statement is made on behalf of Harrods Aviation Limited and its wholly-owned subsidiary Air Harrods Limited. Harrods Aviation Limited and Air Harrods Limited are private companies registered in England and Wales with registered company numbers 2043317 (Harrods Aviation Limited) and 3165147 (Air Harrods Limited).

This statement is made on behalf of the aforementioned companies in respect of FY 2022-2023 (ending 2 February 2023).

Our Business

Harrods Aviation is a business aviation service provider that offers high quality FBO services at London Luton and Stansted airports. Both locations have fully equipped hangars for aircraft maintenance and engineering.

Air Harrods offers bespoke aircraft services to complement those of Harrods Aviation, including carrying out helicopter maintenance, supplying pilots, brokering helicopter charters and arranging executive transfers.

We employ specialised and highly trained staff and, in respect of our maintenance and engineering business, use aviation products which by necessity are manufactured to the highest standards and sourced from highly reputable suppliers. All such products undergo rigorous testing and are produced in high-standard environments in accordance with the requirements of aviation safety regulations.

While we will continue to be vigilant in monitoring our business to ensure that there is no modern slavery, we feel that our relatively small size, and the technical and highly-skilled nature of our business, mean that there is a relatively low risk of any transgression. As at today’s date, we confirm that we are not aware of modern slavery taking place in respect of our staff or in our supply chain.

Supply Chain

We have many global suppliers in our supply chain and, typically, our suppliers are established and prestigious businesses operating within the global aviation industry, which have their own detailed social and ethical policies and processes. Certain areas of our business carry out third party supplier audits, and this process has developed over the last few years and is something we monitor and expect to further progress over the coming years. We expect all suppliers to maintain a supply chain that is free from slavery and human trafficking.

Modern Slavery

Harrods Aviation and Air Harrods are committed to creating a working environment that is inclusive, supportive; that is based on mutual respect and trust: and where everyone feels valued. Our Equal Opportunities policy demonstrates our ambition for our staff to enjoy equal opportunity in an environment that is free from discrimination, harassment, bullying and victimisation in all its forms while promoting dignity and respect for all employees.

We have robust internal processes and policies in place to uphold and protect the rights and working conditions of our staff, and to ensure that all Harrods Aviation and Air Harrods employees are of working age and that we are complying with the provisions of the MSA. As well as our Equal Opportunities policy and policies covering matters such as recruitment and hours of work, we maintain and publicise a Disclosing Confidential Information (Whistleblowing) policy that allows staff to identify and report any potential concerns through the appropriate channels.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment Procedure Policy and Referencing & Stansted and Luton Airside Access Policy which requires references covering the last 5 years. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Disclosing Confidential Information (Whistleblowing) policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. This includes a confidential hotline number which can be used anonymously if required.
- Ethics in Business Policy. This policy explains the manner in which we behave as an organisation and how we expect our employees to act. This policy is reviewed annually and distributed to all employees.

From FY 2018-2019 we have provided our MSA statements to our employees through our company procedures and added this into our induction programme. We will continue to share the principles of the MSA with employees through inductions and our employee portal.

FY 2023 - 2024

We recognise that our ethical trading programme requires constant monitoring and improvement. During FY 2023-2024 our key focuses for Harrods Aviation and Air Harrods will be:

- Continue to raise awareness of modern slavery issues by continuing to include the topic of Modern Slavery in our induction training for new starters.
- Continue to circulate this statement to all employees via our induction and employee portal.
- Whilst we consider ourselves to be low risk, we nevertheless endeavour to explore a suitable process to manage any ethical trade and/or modern slavery risks identified such as third party supplier audits.

These steps will help ensure that employees understand the basic principles of the MSA and will encourage them to flag any potential slavery or human-trafficking issues to the relevant parties within the organisation. We believe that this process will help to develop Harrods Aviation's and Air Harrods' effectiveness at mitigating human trafficking and promoting anti-slavery.

Conclusion

This statement reflects the philosophy of Harrods Aviation Limited and Air Harrods Limited and the work undertaken to date to ensure that slavery and human trafficking are not taking place in our business or our supply chain.



Signed by:

Paul Norton
Managing Director, Harrods Aviation Limited