

Introduction

Air Business Limited acknowledges the provisions of the Modern Slavery Act 2015 and remains fully committed to ensuring transparency within our organisation and throughout our supply chains. We continue to uphold the highest standards of ethical conduct and operate with integrity, promoting fair treatment, dignity, and respect for all individuals connected to our business.

Modern slavery refers to situations where individuals are exploited and are unable to leave due to threats, coercion, or deception. This includes, but is not limited to, forced labour, human trafficking, domestic servitude, and forced marriage. Air Business maintains a zero-tolerance approach to any form of modern slavery.

Our Business

Based in Hatfield, Air Business was established in 1986 and became a wholly owned subsidiary of An Post (the National Post Office of Ireland) in 2002. The company expanded in 2009 with the acquisition of a direct mail fulfilment service (formerly Jordan & Co) and again in 2011 through the acquisition of a global subscription management bureau (formerly Quadrant Subscription Services) based in Haywards Heath.

Today, Air Business serves many of the UK's leading businesses and organisations across publishing, memberships, associations, and e-commerce. In 2024, we broadened our portfolio by expanding into the Global Event Logistics sector. As a market leader with decades of experience, we recognise our responsibility to uphold human rights and fair labour practices across all operations.

Our Supply Chains

To move material globally, we rely on a wide network of postal providers and distribution partners, many of whom are longstanding, trusted suppliers. All suppliers are required to comply with the Modern Slavery Act 2015. Failure to do so results in immediate termination of our business relationship.

We continue to strengthen our supplier's due diligence processes, which include:



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- Mandatory supplier adherence to our Code of Conduct, which incorporates sustainability and ethical trading commitments.
- Ongoing risk assessments of key suppliers.
- Ad-hoc site inspections of overseas partners, where feasible.
- Due-diligence checks as part of our onboarding process for any new suppliers.

We remain confident that our supply chain presents a low risk; however, we continue to monitor and enhance our processes to safeguard against any potential risks.

Our Policies

Air Business upholds a robust suite of internal policies designed to support fair employment practices and protect human rights. These include, but are not limited to:

- Recruitment Policy
- Whistleblowing Policy
- Anti-Bribery and Corruption Policy
- Disciplinary Policy
- Modern Slavery and Human Trafficking Policy

Our Whistleblowing Policy allows employees or external parties to confidentially report concerns. All reports are investigated impartially by an independent third party, supported by oversight from the Senior Management Team.

Air Business is certified to ISO 14001:2015, ISO 9001:2015, and ISO 27001:2022. We are committed to continual improvement across environmental impact, data protection, and quality management.

Our Training

Modern slavery awareness training is mandatory for all employees and refreshed annually. Training covers:



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- The forms and indicators of modern slavery.
 - How to identify vulnerable persons or suspicious activity.
 - Reporting channels and escalation procedures.
 - The responsibilities of employees in maintaining a safe and compliant workplace.
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- This ensures that our workforce remains vigilant and informed, contributing to the prevention of exploitation both within our business and our supply chains.

Our Monitoring and Continuous Improvement

Air Business continues to monitor supplier activities and internal policies to assess ongoing compliance and identify opportunities for improvement. Although our risk level remains low, we recognise the importance of continual vigilance.

Key activities for 2025–2026 include:

- Enhanced supplier assessment criteria,
- Additional compliance checks for high-risk regions.
- Further strengthening of employee training modules.

Statement Approval

This statement is made in accordance with Section 54 (1) of the Modern Slavery Act 2015 and relates to the financial year 2025–2026. It will be reviewed annually.

Adam Sherman
Chief Operating Officer

February 2026

