

This statement on

# Modern Slavery 2024/2025

is made pursuant to section 54(1) of the UK Modern Slavery Act 2015

## Introduction

Modern Slavery is a criminal activity, a gross violation of fundamental human rights and a growing concern. This Modern Slavery Statement (**Statement**) made on behalf of dnata Limited pursuant to Section 54(1) of the UK *Modern Slavery Act 2015*. This Statement is made in relation to the financial year ending 31 March 2025. References to the terms 'we' and 'our' are used in this Statement to refer to dnata Limited.

Modern Slavery includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services (**Modern Slavery**). Recognising that every area of business has the potential to be impacted by this issue, the Group<sup>1</sup> has implemented a policy for the prevention, detection, and reporting of Modern Slavery in all aspects of its business and supply chains. As a global organisation, the Group takes our moral and ethical obligation to combat Modern Slavery very seriously.

dnata Limited is committed to preventing acts of Modern Slavery and human trafficking from occurring within its own business or in any of its supply chains and expects the same high standards from all its contractors, suppliers, and other business partners.

## Organizational Structure and Operations

dnata Limited is a wholly owned subsidiary of dnata Aviation Services Limited, which in turn is wholly owned by dnata. We form part of the Group, whose head office is in Dubai in the United Arab Emirates. The Group is an international organisation with business interests in aviation, air services, education, retail, travel, and hospitality, employing people from more than 160 countries across our business units and associated firms. You can learn more about the Group on our website.

dnata is one of the largest air service providers in the world offering ground handling, cargo, travel, catering and retail services in 35 countries across six continents. dnata Limited provides ground handling and cargo activities in the UK. You can learn more about our business on our website, accessible at [dnata.co.uk](https://dnata.co.uk)

## Actions Taken to Combat Slavery Risks

dnata Limited assesses and manages the above potential risks by applying high standards of review and assessment in relation to high-risk areas within dnata business operations. We are committed to monitoring for and avoiding Modern Slavery in all environments in which dnata operates in, including developing and implementing those policies, processes and actions discussed below.

## Our Policies on Combatting Slavery

We are committed to acting ethically and with integrity in all our business relationships. We are proud to adhere to the Group's policy on Anti-Slavery and Human Trafficking which advocates a zero-tolerance approach to Modern Slavery. A copy of the Group's policy on Anti-Slavery and Human Trafficking can be found on our website.

dnata Limited expects our suppliers, subcontractors, and consultants to respect and adhere to our values and ethical standards of conduct. the Group's Supplier Code of Conduct provides dnata Limited's expectations and governing principles including those related to Modern Slavery. Suppliers we engage with are expected to accept and adhere to our Supplier Code of Conduct. A copy of the Group's Supplier Code of Conduct can be accessed via our website.

## Due Diligence Processes for Combatting Slavery

We recognise that we cannot unilaterally solve the problem of Modern Slavery. However, to aid our efforts, we have processes in place to assess risk, undertake due diligence and effect remediation. Our due diligence processes are supported by our whistle-blower protection policy which encourages 'speaking out' against illegal and unsafe practices.

We are part of a Group that is continuously evolving and improving. As part of this journey, practices and procedures will be adapted over time as their effectiveness is periodically reviewed. Our current due diligence practices consist of getting to know our suppliers through our supplier on boarding procedures, identifying suppliers where there is a known heightened risk of Modern Slavery and considering appropriate measures to mitigate the risk and take remedial action as deemed appropriate (including termination of suppliers).

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<sup>1</sup> Group means dnata, dnata World Travel and Emirates, together with their subsidiaries.

## Training

Our people play a key role in mitigating risk of Modern Slavery within our operations and supply chain. dnata employees have access to online training and resources highlighting Modern Slavery risks including videos, case studies, checklists, and other industry specific material.

## Further Steps to Prevent Modern Slavery

dnata Limited is committed to continuous improvement to address the challenging and complex issue that is Modern Slavery.

Following our review of the effectiveness of the steps we have taken during FY24-25 to combat Modern Slavery in our business or supply chains, we intend to continue to build upon our existing policies and procedures to strengthen and reinforce our commitment to addressing these risks within our business, this includes rolling out new targeted e-learning modules to high-risk departments such as Procurement and Human Resources and increasing awareness activity on the subject across the business in general.

This statement has been approved by the Board of Directors of dnata Limited.

Signed,

A handwritten signature in black ink, appearing to be 'JB' followed by a long horizontal stroke.

James Butler  
Director