



This statement on

Modern Slavery 2025/2026

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**) is made on behalf of dnata Limited pursuant to Section 54(1) of the UK *Modern Slavery Act 2015* (**Act**). This Statement is made in relation to the financial year ending 31 March 2026. 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 Group¹ has implemented policies and procedures for the prevention, detection, and reporting of Modern Slavery in its business and supply chains. As a global organisation, the Group takes its 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 our contractors, suppliers, and other business partners.

Organisational Structure and Operations

dnata Limited is a wholly owned subsidiary of dnata Aviation Services Limited, which in turn is wholly owned by dnata. Our head office is based in Dubai, and we form part of the Emirates Group, an international organisation with business interests in aviation, air services, education, retail, travel, and hospitality. The Group employs people from more than 180 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.

Actions Taken to Combat Modern Slavery Risks

dnata Limited assesses and manages potential Modern Slavery risks by applying high standards of review and assessment in relation to higher-risk areas within its business operations and supply chains. We are committed to monitoring for, and taking steps to prevent, Modern Slavery in environments in which dnata Limited operates.

During the financial year, dnata Limited continued to build on its existing policies, processes and procedures to support the identification, assessment and mitigation of Modern Slavery risks. This includes maintaining expectations for suppliers and business partners, supporting employee awareness, and continuing to review our approach to due diligence, reporting and escalation.

Our Policies on Combatting Modern Slavery

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

dnata Limited expects its suppliers, subcontractors, consultants and other business partners to respect and adhere to our values and ethical standards of conduct. The Group's Supplier Code of Conduct sets out dnata Limited's expectations and governing principles, including those related to Modern Slavery. Suppliers engaged by dnata Limited are expected to accept and adhere to our Supplier Code of Conduct. A copy of the Group's Supplier Code of Conduct is available on our website.

Our approach is also supported by wider Group policies and channels that promote ethical conduct, compliance and responsible business practices, including reporting mechanisms for employees and others to raise concerns where they identify suspected illegal, unethical or unsafe conduct.

¹ Group means dnata, dnata World Travel and Emirates, together with their subsidiaries.

Due Diligence Processes for Combatting Modern Slavery

We recognise that we cannot unilaterally solve the problem of Modern Slavery. However, to support our efforts, we maintain processes to assess risk, undertake due diligence and take appropriate action where concerns are identified. Our due diligence processes are supported by our whistleblowing channel, which encourages individuals to 'Speak Up' against illegal, unethical and unsafe practices.

As part of our supplier onboarding and engagement processes, dnata Limited seeks to understand its suppliers and identify where there may be a heightened risk of Modern Slavery. Where appropriate, we consider measures to mitigate identified risks and take remedial action. Depending on the circumstances, this may include further engagement with the supplier, additional contractual protections, escalation within the business, or termination of the supplier relationship.

We are part of a Group that is continuously evolving and improving. As part of this journey, our practices and procedures will continue to be adapted over time as their effectiveness is reviewed.

Training and Awareness

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

During the financial year, the Group continued to develop its Modern Slavery awareness programme, including working on creating targeted e-Learning modules for higher-risk functions such as Procurement and Human Resources. These modules are intended to support employees in recognising potential indicators of Modern Slavery, understanding relevant risk areas within their functions, and knowing how to escalate concerns through the appropriate channels.

Assessing Effectiveness

dnata Limited is committed to continuous improvement in addressing the challenging and complex issue of Modern Slavery. We continue to assess the effectiveness of the steps we take by reviewing our policies, processes, training and awareness activities, and by considering feedback from relevant stakeholders across the business.

We also continue to consider how Modern Slavery risks may arise in our operations and supply chains, particularly in areas involving labour-intensive services, third-party labour, recruitment, outsourcing and supplier relationships. This helps inform our ongoing approach to risk assessment, due diligence, training and awareness.

Further Steps to Prevent Modern Slavery

Following our review of the steps taken during FY25-26 to combat Modern Slavery in our business and supply chains, dnata Limited intends to continue to build upon its existing policies and procedures to strengthen and reinforce our commitment to addressing Modern Slavery risks.

This includes rolling out targeted e-Learning modules to higher-risk departments, increasing awareness activities across the business, and further embedding Modern Slavery considerations into relevant supplier engagement and due diligence processes.

dnata Limited remains committed to improving its approach over time and to working collaboratively across the Group and with relevant stakeholders to support the prevention, detection and reporting of Modern Slavery risks.

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

Signed,

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James Butler
Director