



ANTI SLAVERY POLICY STATEMENT

Policy Statement

This statement sets out the steps PDQ Airspares has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery takes various forms and encompasses slavery, servitude, human trafficking and forced and compulsory labour, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

PDQ Airspares has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity in all business dealings and relationships and to implementing, monitoring and enforcing effective systems and controls to safeguard against any form of modern slavery taking place within the business or our supply chain. PDQ Airspares is also committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

PDQ Airspares expects the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, in the coming year we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Scope

This policy applies to all aspects of employment at all levels, including recruitment, training and termination. It also applies to our business partners.

PDQ Airspares policies in relation to the Modern Slavery Act 2015

PDQ Airspares implemented a number of internal policies to ensure that we are conducting business in an ethical and transparent manner including:



1. Ethics Code
2. Standards of Conduct
3. Equal Employment Opportunity and Policy against Harassment and Discrimination
4. Recruitment policy
5. Whistleblowing policy

PDQ Airspares Supply Chain and Risk Assessment

PDQ Airspares operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Communications and Trainings on Modern Slavery and Trafficking

We regularly conduct training for our procurement and buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

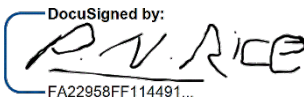
Key Performance Indicators

No reports indicating modern slavery practices have been identified at PDQ Airspares or its supply chain.

Approval for this statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the 2024 financial year.

Name: Paul Rice, Director

Signature: The signature is a handwritten-style 'P. V. RICE' in black ink, enclosed in a blue DocuSigned signature box. Above the signature, it says 'DocuSigned by:' and below it, a partially visible alphanumeric string 'FA22958FF114491...'.
Signature: 