

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement sets out Highlands and Islands Airports Limited's (HIAL's) actions to understand potential modern slavery risks related to its business, and the steps required to ensure there is no slavery or human trafficking in its own business and its supply chains.

HIAL is wholly owned by the Scottish Ministers. The company operates and manages 11 airports at Barra, Benbecula, Campbeltown, Dundee, Islay, Inverness, Kirkwall, Stornoway, Sumburgh, Tiree and Wick. There is also a Head Office based at Inverness Airport.

HIAL's airports are vital to the social and economic welfare of the areas they serve, but are loss making, and are supported by subsidies from the Scottish Government in accordance with Section 34 of the Civil Aviation Act 1982.

The HIAL group is committed to preventing slavery and human trafficking in its corporate activities, and to endeavouring to ensure that its supply chains are free from slavery and human trafficking.

Information contained within this statement is correct at the date of publication.

Planned activity during 2019 and beyond includes:

1. Review HIAL policies which are already in place to ensure these are robust in this regard
2. Promote modern slavery and human trafficking awareness through targeted online employee training, beginning with the Procurement Team
3. Commence assessment of potential risk areas in our supply chain and the wider business
4. Assess HIAL's ability to work in collaboration with our business partners and partner agencies in raising awareness and preventing slavery and human trafficking.

We will continue to review our supply chain and will focus on continuous improvement and the delivery of effective strategies to meet our commitment of compliance with the Modern Slavery Act 2015.



Lorna Jack  
Chair  
Highlands and Islands Airports Limited Board

Inglis Lyon  
Managing Director  
Highlands and Islands Airports Limited