

Introduction

This is the modern slavery and human trafficking statement for both the parent company Airline Investments Limited and its subsidiary company, Loganair, as at 23rd September 2019.

For the purposes of this document, both the parent and subsidiary will hereafter be referred to as “Loganair”. This statement communicates our current initiatives and improvement plans.

Structure

Loganair is a Scottish regional airline, operating domestically in the UK and in some parts of Europe. Loganair was founded in 1962 and is headquartered in Glasgow. Loganair has over 800 UK-based employees. Suppliers and contractors are primarily based in the UK, Europe, and the US.

Loganair operate within a heavily regulated industry, and in most cases are only able to purchase from industry approved suppliers. As such, Loganair considers the risk of Modern Slavery in the supply chain to be low. Internal processes encourage the use of local suppliers where possible, and the aim is to build long term mutually beneficial relationships through these processes.

Current Processes

All key suppliers pass through a tender and contract review process. During the tender process, Loganair retains the right to visit the supplier on their premises, and all contracts require compliance with UK laws including the Modern Slavery Act (2015).

Loganair has specific language regarding supplier labour standards. These standards include measures to prohibit child labour, to enhance equal opportunities and diversity, to ensure freedom of association and collective bargaining, to prohibit forced labour, to promote fair wages, benefits and working hours, and to prohibit harassment and bullying at work.

Loganair monitors, audits, and reviews supplier performance. Loganair works with the suppliers to implement corrective measures if there are any findings that do not meet the required standard.

Process Improvements

Loganair will endeavour to:

- Develop training packages for relevant staff that increases awareness of Modern Slavery and Human Trafficking.
- Develop risk management systems and processes to assess and mitigate these types of risks.
- Consider opportunities to update supplier contract terms language to include Modern Slavery language.

This statement has been approved by Loganair's Managing Director.



Jonathan Hinkles

Managing Director