

## Modern Day Slavery Statement

### INTRODUCTION

Air Business Ltd, a wholly-owned subsidiary of An Post, acknowledges the provisions of the Modern Day Slavery Act 2015 and is completely committed to transparency within our organisation and with suppliers of services to our organisation.

Established in 1986, Air Business is a market-leader in global mail, fulfilment, distribution and subscription management.

In 2011, we acquired a well-established global subscription management bureau, formerly known as Quadrant Subscription Services, with over 45 years' experience in its field. We serve many of the UK's leading businesses across a diverse range of sectors such as publishing, memberships, associations and e-commerce.

### OUR STRUCTURE

We are a wholly-owned subsidiary of An Post, the Irish Post Office, one of the world's leading postal services renowned for its quality of service and infrastructure.

### OUR BUSINESS

Our unique end-to-end service portfolio includes subscriber acquisition and marketing strategy, worldwide postal and courier distribution, digital and mail fulfilment solutions and warehouse and freight logistics, all with exceptional and seamless customer service at its heart.

### OUR SUPPLY CHAINS

We use a wide array of postal providers and distribution companies to move material around the world. Many of these are legacy providers with whom we have worked for many years and have long established business relationships giving us an insight into their operating culture. We are confident that our supply chain is low risk but will take steps to validate our top suppliers through a risk assessment process.

### OUR POLICIES

Air Business upholds fair employment practices consistent with our commitment to human rights within our work environment. These are embedded in our Key Values; Integrity, Accountability and Accessibility as well as our terms of general conduct (copy available on request). We are also certified to ISO 14001:2015, ISO 9001:2015, ISO 27001 and ISO



50001 and are committed to a process of continual improvement around environmental impact and quality of operating procedures as part of our approach to sustainability.

### DUE DILIGENCE

As part of our supplier due diligence controls we require all new suppliers to comply with ethical trading standards and sign a code of conduct which will incorporate our commitments to a sustainable trading environment. Wherever practicable we will conduct site visits of overseas service providers.

We will endeavour to conduct a risk assessment of our existing supply chain ( top 10 service providers) to evaluate their compliance with and awareness of The Modern Day Slavery Act 2015 and to acknowledge our code of conduct for suppliers.

We will not knowingly procure services or engage with any business that is involved in human trafficking or slavery.

### TRAINING

We will include Modern Day Slavery awareness as part of our induction program for all new staff and introduce an ongoing awareness program for Management to share with their teams.

We will use this as a basis to move forward and continue to develop our sustainability policy and procedures.



Adam Sherman

Group Managing Director

March 2019

