

Anti-Bribery & Corruption Statement

Air Business will not tolerate any form of bribery by, or of, its employees, agents or consultants or any person or body acting on its behalf and comply fully with the UK Bribery Act 2010 and all applicable anti-corruption laws. Senior management is committed to implementing effective measures to prevent, monitor and eliminate bribery.

We define bribery as the offering, giving, receiving, or soliciting of anything of value to improperly influence a decision or gain an unfair advantage. This includes both direct and indirect actions through third parties and applies to all dealings, including those with foreign public. Employees must not engage in or tolerate any form of bribery, and if unsure whether something constitutes a bribe, gift, or hospitality, they must seek guidance from their line manager or The People Team.

Our senior leadership is fully committed to implementing and maintaining effective measures to prevent, monitor, and eliminate bribery and corruption across all areas of our business. These measures are embedded in our core values of Positivity, Trust, and Togetherness, and are supported by a robust framework of internal policies and procedure

Our Policies

We actively promote transparency and accountability through; a robust framework of internal policies and procedures designed to guide and support our employees and suppliers in upholding ethical business conduct and preventing bribery and corruption across all areas of our operations. These include:

- A comprehensive Anti-Bribery and Corruption Policy
- A dedicated Whistleblowing Policy that empowers employees and third parties to report concerns confidentially to be thoroughly investigated by an unbiased third party and overseen by the Senior Management Team
- A mandatory compliance with our Corporate Entertainment, Gifts, and Hospitality procedures, which require prior authorisation for any related expenditure.
- A disciplinary Policy to ensure that all raised concerns are thoroughly investigated and that clear consequences for unethical behaviour deter misconduct and uphold a culture of integrity and accountability.
- Recruitment Policy to promote transparent, and merit-based hiring practices.
- A Modern Slavery Statement Policy and Modern Slavery and Human trafficking Policy enforcing ethical labour standards, requiring due diligence in supply chains, and to prevent exploitation and unlawful practices.
- We are also certified to ISO 14001:2015, ISO 9001:2015, ISO 27001:2013 and BS10012:2017 and are committed to a process of continual improvement round environmental impact and quality of operating procedures as part of our approach to sustainability.

Our Training

All employees complete mandatory annual training aimed at raising awareness of bribery and corruption and equipping them to identify potential risks or unethical practices. This comprehensive training covers the various forms of bribery, including facilitation payments, improper gifts, and third-party misconduct. Employees are instructed on the correct procedures for reporting concerns, with emphasis on confidentiality and the importance of protecting the integrity of our operations. Through this training, the company fosters a vigilant and informed workforce committed to preventing bribery and promoting ethical conduct throughout its business and supply chains.

Our Monitoring

Air Business have taken steps to ensure that such practices do not occur within our business or the businesses of any organisation that supplies goods or services to us. As such, Air Business continually monitors and reassesses its policies and procedures, as well as its suppliers, to evaluate their effectiveness and to identify areas for constant improvement.



Adam Sherman
Chief Executive Officer
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