

Avtrade Holdings and Avtrade Limited are fully committed to ensuring that neither their employees, contractors nor suppliers use slave labour or engage in human trafficking.

This policy outlines the efforts made to seek to eradicate slavery and human trafficking from our supply chains.

Monitoring our suppliers is an integral part of Avtrade's Quality System and since 2016 we have included in our supplier audit documents reference to our Anti-Slavery and Human Trafficking Policy together with questions requesting information from our supply chain, and a commitment from suppliers that they conduct their business with the same compliance to ethical business practices as Avtrade.

The requirement of our policy is that our suppliers:

- will not use forced or compulsory labour;
- will ensure that the overall terms of employment are voluntary;
- will comply with all legislation regarding minimum age requirements;
- will comply with all legislation regarding excessive working hours;
- will ensure that any sub-contractors or suppliers from whom they source goods and/or services for onward supply to Avtrade also adhere to these requirements.

Suppliers who do not adhere to these requirements will be reminded of Avtrade's commitment to anti-slavery and human trafficking and will be asked to conform to our requirements in order to remain an approved supplier.

Suppliers who fail to remedy any breach in our policy will be removed from our approved suppliers list with immediate effect.

Violations in Avtrade's Anti-Slavery and Human Trafficking Policy can be reported confidentially to Avtrade and we encourage the reporting of any known issue to [compliance@avtrade.com](mailto:compliance@avtrade.com) or on tel +44 1273 833 330 requesting the Compliance Department.