

Introduction

This is the initial modern slavery and human trafficking statement for the financial year April 2016 to March 2017 for 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. We were founded in 1962 in Glasgow. Loganair Limited and BMI Regional Airlines Limited are part of the holding company Airline Investment Limited and we are head quartered in Glasgow. We have over 600 employees that are based in the UK. Our suppliers and contractors are also primarily based in the UK, Europe, and the US.

We operate within a heavily regulated industry and in most cases, are only able to purchase from industry approved suppliers, as such we consider the risk of Modern Slavery in our supply chain for aircraft and aircraft parts to be low. However, we believe that there is some risk in areas such as uniform and catering suppliers. Our process encourages the use of local suppliers where possible and our aim is to build a long term mutually beneficial relationship thru said process.

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). We have specific language in regards to supplier labour standards. These standards include measures to prohibit child labor, enhance equal opportunities and diversity, ensure freedom of association and collective bargaining, prohibit forced labour, promote fair wages, benefits and working hours, and prohibit harassment and bullying at work.

We monitor, audit, and review supplier's performance. We work with the suppliers to implement corrective measures if there are any findings that do not meet the standard set by Loganair.

Process Improvements

Starting in 2017, Loganair will:

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

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

Signed

A handwritten signature in black ink, appearing to read 'J. Hinkles', written in a cursive style.

Jonathan Hinkles -Managing Director Loganair