

Modern Slavery Statement



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SAS International Limited is absolutely committed to preventing slavery and human trafficking in its corporate activities. The Company's operations ensure full accordance with the Modern Slavery Act 2015, UK general employment law and human rights.

This policy sets out *SAS International's* actions to understanding and mitigating all potential modern slavery risks related to its business and supply chain.

Organisational Structure & Supply Chains

SAS International Limited directly employs large numbers of people and maintains relationships with many different organisations in its supply chain.

This policy covers all of the activities of SAS International. It governs all business dealings and includes the conduct of employees, agents and contracted organisations acting on its behalf. Any entity that has or seeks to have a business relationship with SAS must be familiar with this anti-slavery policy. SAS will only engage with individuals and organisations who act in full accord with the policy at all times.

The Company currently operates in the following countries: United Kingdom, Republic of Ireland, France, United Arab Emirates, Saudi Arabia, Oman, Hong Kong, Australia.

Responsibility

To mitigate risks, the HR team engages all relevant departments and regions when new working relationships are discussed. This ensures the required risk analysis, investigations and due diligence are carried out in relation to human trafficking and slavery.

To fully comply with this policy, all relevant employees are regularly trained on the issues concerning modern slavery.

Relevant Policies & Practices

SAS International operates several policies and practices pertaining to modern slavery risks. These policies detail the steps to be taken to prevent slavery and human trafficking in its operations. (Details can be found by all employees via the HR section on the shared network drive).

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Modern Slavery Policies

Anti-slavery Policy

This policy sets out the organisation's stance on modern slavery. Included is an explanation of how employees can identify any risks and where to seek further advice.

Whistleblowing Policy

SAS encourages all parties to report any concerns related to the activities of the organisation and its supply chain. This includes modern slavery and human trafficking concerns.

The Company's whistleblowing procedure is clear, easy to understand and avoids any risk of retaliation. The policy can be found via the HR section on the shared network drive. The nature of the complaint will determine the Company's next course of action.

Recruitment Policy

SAS operates a robust recruitment policy, recruiting direct or via reputable agencies offering robust candidate screening. All personnel responsible for recruitment are required to verify potential employees' right to work prior to any offer of employment.

Subsidiaries and connected organisations within the supply chain are expected to comply with this recruitment practice; all terms of employment are voluntary. SAS may insist on a demonstration of compliance with this policy.

Awareness & Performance Indicators

All staff will be trained in accordance with the policy. This can be found at all times via the HR section on the shared network drive. To raise awareness, SAS will email its Anti-Slavery Policy to all staff at regular intervals. Full understanding of and compliance with the policy is mandatory for all staff

Approval for this statement

This statement was approved by the Board of Directors on:

Name (Director): Todd Altman

Signature: Todd Altman

Date: 11th July 2017

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