



MODERN SLAVERY STATEMENT

FOR THE YEAR ENDED 31 MARCH 2026



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INTRODUCTION

At MAG, we remain committed to doing all we can to prevent and eliminate modern slavery.

We understand the critical role that MAG plays as an international airport group and the influence that brings across our supply chain. We continue to work with our external strategic partners at each airport to improve our practices and to lead the way in identifying risks and speaking out when instances of modern slavery are found.

MAG is a member of Slave-Free Alliance, a leading non-profit organisation dedicated to addressing modern slavery in organisations and supply chains globally. Our partnership forms an important and central foundation to assist us in training our colleagues and improving how we tackle modern slavery across our business.

This year's statement sets out the steps we have taken to prevent slavery and human trafficking from taking place in any part of our business including our supply chain.

We continue to evaluate the risks specific to the MAG supply chain and actively engage with suppliers to understand as much as possible about our sub-tiers.

Our objective is to work collaboratively with our preferred suppliers to deliver ethical, sustainable procurement and align with our wider sustainability goals.

We are fully committed to doing all we can to prevent and eliminate modern slavery and working to ensure it can never gain a foothold. Our Board, and everyone at MAG, is fully committed to delivering this essential objective.



Charlie Cornish
Chair



Ken O'Toole
Group Chief Executive

Charles I. Cornish

Ken O'Toole

Publication of this statement has been developed in accordance with Section 54 of the Modern Slavery Act 2015 and covers the financial year ending 31 March 2026.

This statement is made and issued on behalf of the Manchester Airports Holdings Ltd, the parent company of Manchester Airports Group and is fully supported by MAG's Board of Directors. It was approved by the Board on 23 July 2026.

ABOUT OUR BUSINESS

OUR BUSINESS

With our headquarters in Manchester, UK, MAG is a unique global travel business. We own and operate Manchester, London Stansted and East Midlands Airports, making us the largest group of airports in the UK. Having delivered the £1.5bn Manchester Airport Transformation Programme and major investment in progress at London Stansted, we are the largest private investor in transport infrastructure outside London. Our airports served more than 66m passengers in the year to 31 March 2026.

We pride ourselves on making travel accessible to all, providing options for everyone, regardless of their personal circumstances. Our airports connect people and businesses to more than 200 destinations globally with more than 60 airlines. One in five UK air passengers use a MAG airport every year.

Through our digital travel services business CAVU, MAG is increasingly spreading its international reach. We have operations in a global list of countries, ranging from the United States, mainland Europe and Australia. These operations involve the distribution of travel products like parking, hotels and insurance, as well as the operation of physical services like airport lounges. More than 45,000 people are employed on MAG's airport sites, either directly or through other organisations supporting our operations, such as airlines, retailers and ground handlers. MAG makes a £14bn contribution to the UK economy every year.

CREATING A SUSTAINABLE FUTURE FOR ALL

MAG has a responsibility to minimise its environmental impact while maximising the positive social and economic value it creates for the communities it serves. This commitment continues to be independently recognised. During the year, MAG retained its five-star GRESB Environmental, Social and Governance (ESG) rating.

MAG's sustainability strategy, 'Creating a sustainable future for all', sets out how the Group will embed sustainability across its operations and decision-making. The strategy focuses on delivering long-term sustainable growth, supporting the transition to a lower carbon future, creating positive outcomes for people and communities, and ensuring MAG continues to operate responsibly and resiliently for the future.

More information about the strategy can be found here: <https://magairports.com/work-with-us/our-sustainability-plans/>



HOW WE OPERATE

MAG's unique story has been made possible by our ownership model, which brings together public and private sector shareholders that have a shared long-term vision to grow the business in a sustainable and socially responsible way.

Our shareholders are Manchester City Council (35.5%), IFM Investors (35.5%) and the nine other Greater Manchester local authorities (29%).

OUR VALUES AND VISION

Our values are the guiding principles for our business and our people. They reflect who we are, and who we want to become. They shape decision-making, behaviours and ways of working and help keep us focused on achieving what's important to us. We have five core values:

You can read more about our values [here](#).



PEOPLE AT OUR CORE



GROWING EVERY DAY



SAFE HANDS



POWER OF TEAMWORK



SUSTAINABLE FUTURE FOR ALL

We're on a mission to become number one – the obvious choice for both passengers and airlines. To do this, we're embracing fresh ideas, doing things in the best way for our people, planet and nearby communities. We're proud of what we're creating, and even prouder of the people making every journey possible. Together, we connect the world.

Every day, our work makes a real difference and delivers real value for our stakeholders. Our impact goes beyond our airports, supporting local communities and caring for the planet we all share. With each connection, we're moving towards a brighter future.

With our mission at the front of our minds, we're proud to be focused on seven strategic priorities:



Our clearly defined leadership expectations below help make sure we stay focused on achieving our goals. What's more, we do this as an engaged, connected and high performing team.



OUR SUPPLY CHAIN

Our supply chain plays a critical role in supporting airport operations across MAG, with c1,800 active suppliers engaged during FY26. These suppliers provide the goods, works and services essential to running our airports safely, securely and efficiently, spanning a broad range of sectors:



With over 90% of MAG's Tier 1 preferred suppliers based in the UK and EU, our supply chain reflects both the complexity of our operations and the importance of maintaining effective oversight of labour, human rights and ethical sourcing risks. Procurement & Contracts operates as a centralised function covering all three airports and the management of CAVU supply chain.

Each category team are responsible for developing and delivering category strategies that reflect operational requirements and sustainability priorities, supported by centrally defined risk frameworks and tools. The Strategy and Enablement colleagues provide oversight of key risk areas, including geographic and sector-specific risks, enabling consistent identification and management of modern slavery and human rights risks across the supply chain.

This includes strategic partners delivering critical infrastructure, as well as local small and medium-sized enterprises providing essential day-to-day services that support the effective functioning of our airports. In addition, retail tenants operate at our airports, delivering a wide range of goods and services to passengers and customers.

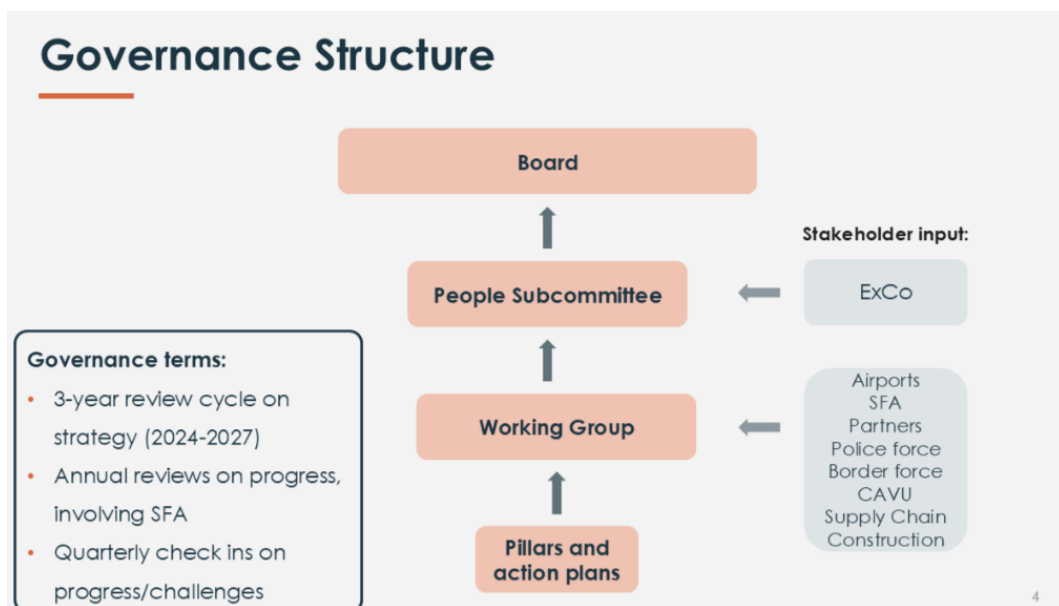
OUR GOVERNANCE & POLICIES

We recognise that modern slavery is a constantly evolving area therefore it is important to continue to develop and strengthen MAG's organisational strategy and operational activities accordingly.

Our Modern Slavery Working Group continues to drive the development and delivery of our strategy across the Group. This includes partnering with Slave-Free Alliance to ensure recommendations are implemented in ways that are effective and proportionate.

This group includes representation from key functions including Compliance, Operations (covering Manchester, Stansted, and East Midlands Airports), CAVU, Procurement, our Technical Training department, UK Border Force, Local Airport Police, Chaplaincy, Commercial, Capital Delivery, Assets, People, and Risk & Audit. The Terms of Reference for this group provides clarity on purpose and accountability and is updated as appropriate.

The Modern Slavery Working Group reports into MAG's Executive Committee, which has ultimate accountability for our strategy on modern slavery. During the financial year reported on, executive sponsorship of our modern slavery agenda sat with the Chief People Officer.



Our modern slavery action plans capture and enable monitoring of progress against our strategy. Modern slavery risks are recorded within our company risk management system, and our Risk Management team regularly work alongside MAG colleagues to review modern slavery risks across our activities and the three key areas of Operations, People and Procurement.

To ensure appropriate ongoing governance, MAG's compliance with modern slavery requirements has been added to the organisational corporate register. This outlines the risk and details of the controls in place to mitigate it. It also includes further actions, action owners and due dates for implementation. This detail is regularly reviewed as part of MAG's organisational risk management.

We are continuing to improve our transparency and 2nd line assurance through improvements to our reporting having developed our Modern Slavery Reporting Dashboard. The dashboard tracks reported escalations through our compliance functions and gives transparency on Modern Slavery risk management & review timescales.

Our Whistleblowing procedure and independent hotline (provided via Safecall) enables colleagues and third parties to report any concerns relating to modern slavery. In line with this, as part of our monitoring activities we check whether any concerns have been raised regarding modern slavery within our colleague population and during 2025/26 financial year, there were none reported.

OUR POLICIES

We have a range of group wide policies that outline our standards and expectations of our colleagues, partners, contractors and suppliers. A digital learning education module which requires our colleagues to read all Tier 1 policies when they start at MAG and then again on an annual basis. We monitor the numbers completed through our eLearning platform.

Tier 1 Policies	Purpose & Scope
Modern Slavery	This policy outlines our commitment to running our business ethically and responsibly which includes taking steps to ensure that modern slavery isn't taking place within our business or supply chains. It applies to all colleagues working for any of MAG's legal entities and on our behalf in any capacity including employees, agency workers, volunteers, agents, contractors, external consultants, third party representatives and business partners.
Code of Conduct	This code outlines what is expected of all colleagues as we work to achieve our business goals. Compliance with this Code and all supporting policies is mandatory. It applies to all MAG colleagues including employees working on a permanent or fixed term contract, officers, consultants, contractors, casual and agency workers.
People	This policy outlines MAG's commitment to ensuring that all colleagues are supported in making a positive difference within the workplace and to our guests. It applies to all MAG colleagues including employees working on a permanent or fixed-term contract, officers, consultants, contractors, casual and agency workers.
Anti-bribery & Corruption	This policy sets out the organisation's commitment to conducting business honestly, ethically and with integrity, prohibiting all forms of bribery, corruption and fraud while requiring employees and representatives to act professionally in all dealings. It applies to all MAG colleagues including employees working on a permanent or fixed terms contract, officers, consultants, contractors, partners, casual and agency workers worldwide, and requires concerns or suspected breaches to be reported promptly to Group Legal or via the Whistleblowing Policy.
Whistleblowing	This policy provides an overview of how colleagues can raise concerns about any wrongdoing in the workplace which are specifically in the public interest, including modern slavery. It applies to all MAG colleagues, officers, consultants, contractors, casual workers, agency workers and suppliers.

Tier 2 Policies	Purpose & Scope
Recruitment	This policy sets out our approach to the recruitment process, both internally and externally, including information about Hiring Manager responsibilities. This policy is currently being updated.
Grievance	This policy sets out our process for colleagues who raise concerns related to their contract of employment such as pay, working conditions, health and safety etc. It applies to all UK MAG colleagues.
Respect in Workplace	This policy sets out our process for colleagues who raise concerns related to Respect in the workplace, such as a bullying, harassment, sexual harassment, discrimination or victimisation incident. It applies to all UK MAG colleagues. This policy is current being updated.
Supplier Code of Conduct	This code sets out the standards we expect all partners to uphold. It reinforces our shared commitment to high ethical standards and is a mandatory requirement within our procurement processes. The Code includes a dedicated section on modern slavery, outlining our commitment to: Preventing modern slavery and human trafficking, improving transparency across supply chains and promoting responsible and ethical sourcing practices. It applies to all MAG third parties, contractors and suppliers and is communicated through our sourcing and onboarding processes, MAG's external website and ongoing supplier engagement activities. This policy is reviewed annually.
Corporate & Social Responsibility	This policy sets out our Corporate Social Responsibility principles to our colleagues, customers and third parties.

OUR RISKS AND HOW WE MANAGE THEM

We have three key areas of risk that modern slavery presents to our business, and which we consider when reviewing risk and developing our plans:



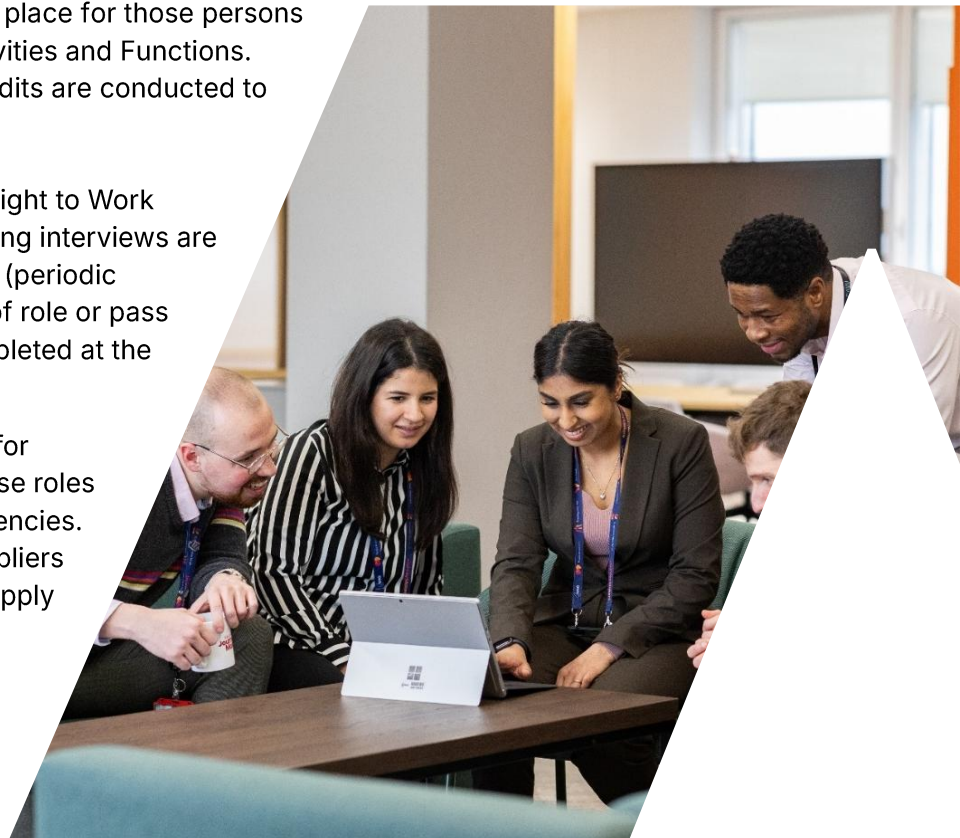
OUR PEOPLE

We continue to believe the current level of risk within the business among colleagues is low. This is due to the highly regulated nature of our business, which requires robust and extensive colleague checks in the recruitment process and ongoing 'in employment' checks for some roles. The UK National Aviation Security Programme (NASP) requires that appropriate recruitment and vetting must be in place for those persons undertaking Aviation Security Activities and Functions. Periodic Civil Aviation Authority audits are conducted to verify these checks are in place.

As well as our robust vetting and Right to Work checks, face-to-face security vetting interviews are conducted for all new and existing (periodic renewals) colleagues, regardless of role or pass type, with physical ID checks completed at the same time.

MAG has an ongoing requirement for temporary labour, and staff for these roles may be recruited by third party agencies. All agencies used by MAG are suppliers and are therefore subject to our supply chain due diligence and controls.

Our managed service provider ensures that the risk from a contingent & temporary staff



perspective is low. The provider takes a proactive approach to tackling modern slavery with relevant policy guidance, through enhanced right to work checks and ISO certified quality management procedures to make sure we are recruiting people who are eligible to work in the UK.

We continue to regularly monitor our debt bondage review controls, and colleagues' addresses. No issues have been identified during FY26 following these processes.

We have well established processes in place for reporting concerns through our Whistleblowing Policy, via our external partners Safecall Ltd, or by using the internal grievance processes.

During FY26 we have continued to strengthen and develop our network of colleagues who are our Modern Slavery Champions. They meet quarterly, receive additional training and deliver customer and colleague communications within the operations.

We have proactively raised awareness across our airports on key global events such as World Day Against Trafficking, Anti-Slavery Day and International Day for the Abolition of Slavery, through a range of communications media both for and featuring our colleagues.

We have also raised awareness of signs to look out for (including the international sign of distress) so that our people can identify then someone is in danger and know how to act.

OUR AIRPORTS

Human trafficking through our airports is an inherent risk within our business. We continue to work closely with specialists and subject matter experts including Slave Free Alliance, A21, UK Border Force, local police forces at each airport to monitor all operations at our airports in a cohesive way.

We can respond quickly where we believe our airports are being used to facilitate human trafficking and, with the support of these specialists, including our own Chaplaincy teams, we are able to manage these cases sensitively and effectively.

During FY26 we have continued to raise awareness and understanding within our operations and have worked with charities such as A21 to include dynamic communications for customers including language adjustments, the targeting of high-risk flights or demographics, the use of key messages on our screens, using various language cards and helpline numbers in discrete areas such as toilets.

In addition, we have collaborated with our partners in Border Force and Policing in passenger focused multi agency operations, such as Op Limelight. Safeguarding and signposting passengers as well as promoting the Blue Heart message in support of the United Nations campaign.

OUR SUPPLY CHAIN

MAG adopts a risk-based approach to supplier due diligence, underpinned by our Sustainable Procurement Strategy, commitment to human rights and our partnership with EcoVadis, an independent sustainability ratings provider. We use digital tools to screen all transacting suppliers against a range of indicators, including country and sector exposure, supplier policies, certifications, and adverse media. This enables us to identify, assess and mitigate potential modern slavery risks across our supply chain.

MAG applies a supplier segmentation approach to ensure proportionate monitoring and due diligence. All preferred suppliers and successful suppliers awarded through regulated procurements are required to complete a validated sustainability assessment as a condition of contract award. At the time of reporting, MAG had no preferred suppliers assessed as presenting a high or very high risk of modern slavery. Where higher risks are identified, suppliers are subject to enhanced due diligence and ongoing monitoring. Recognising that due diligence alone is not enough, in FY27 we will strengthen our approach through structured corrective action plans, supplier engagement and targeted audits where appropriate.

We maintain strong visibility of our Tier 1 preferred suppliers, which are predominantly UK and EU based. During the reporting period, we expanded our risk-based monitoring approach beyond Group Procurement to include Retail and CAVU through the adoption of a common sustainability assessment platform. This provides a more coordinated and consistent approach to supplier due diligence, enabling visibility and oversight across our partners (suppliers, contractors and third parties). We recognise that modern slavery risks may exist deeper within supply chains (tier 2 and 3) and we will continue to strengthen and mature this approach to increasing transparency, enhancing supplier engagement and extending our risk monitoring activities across our business and beyond Tier 1 suppliers.

All regulated procurement processes include mandatory modern slavery questions and embed sustainability criteria, including modern slavery considerations, with a minimum weighting of 10%. This approach has been extending into our retail operations through the inclusion of modern slavery pre-qualification questions within the supplier onboarding and tendering processes, supporting early identification and mitigation of potential risks. Our expectations are further reinforced through our Supplier Code of Conduct and contractual requirements, which require suppliers to comply with the Modern Slavery Act 2015 and uphold ethical business practices.

In addition to our due diligence processes, MAG provides multiple channels for raising concerns relating to modern slavery, human rights or unethical practices. Supply chain concerns can be reported confidentially through our Group whistleblowing service, Safecall, with any concerns escalated to Procurement for review and action. Where a modern slavery risk is identified within our supply chain, our approach aligns with the principles of Slave-Free Alliance. We work collaboratively with suppliers to understand the root cause, protect potentially affected individuals and implement corrective actions through a structured improvement process. Our priority is to address issues, strengthen controls and drive lasting improvements wherever possible. Termination of a contractual relationship is considered only where suppliers fail to engage or where all reasonable avenues for resolution have been exhausted.

STRENGTHENING SUPPLY CHAIN TRANSPARENCY

To date, MAG has obtained validated sustainability scorecards for suppliers representing over 80% of preferred supplier spend. This provides significant visibility of supplier performance and supports ongoing monitoring of labour and human rights practices.

80%
of preferred
supplier
spend

86%
of assessed
suppliers
exceed MAG's
modern slavery
risk Benchmark
(>55)

Of suppliers with validated scorecards, 86% achieved a modern slavery score above 55 out of 100, exceeding MAG's minimum benchmark and the EcoVadis compliance benchmark of 44. Where improvement opportunities are identified, suppliers are supported through corrective action plans, targeted engagement and sustainability training, including modules on labour and human rights. MAG reserves the right to audit suppliers and investigate concerns where potential risks are identified, working collaboratively with suppliers to address issues and support alignment with our policies and processes.

CAVU has completed an initial EcoVadis assessment across the 29 suppliers representing 80% of global spend, providing a baseline for supplier segmentation and targeted due diligence activities. We recognise that high-quality data is critical to effective monitoring and reporting and remain committed to strengthening our data and insights relating to modern slavery risk.

80%
of CAVU global
spend covered
by risk
monitoring

IMPROVED SUPPLIER ENGAGEMENT

We continue to strengthen supplier engagement, recognising that effective collaboration and open communication are critical to identifying and addressing modern slavery risks.

Suppliers are supported through online sustainability training, including modules focused on modern slavery and labour rights. Our ongoing focus is to collaborate with suppliers, share industry best practice, and support those with identified gaps through targeted improvement plans.

In 2025, MAG held its second Sustainable Procurement event, "Accelerating Sustainable Procurement", which launched our Sustainable Procurement Strategy and included dedicated roundtables discussing modern slavery challenges, risks and mitigation opportunities. Feedback from suppliers continues to inform the development of our policies, processes and improvement activities.

MAG also completed its own annual sustainability assessment achieving a Bronze rating and placing the organisation in the top 35% of participating companies globally. Within the labour and human rights theme, MAG achieved a score of 75 out of 100. This allows us to uphold our standards and focus on key improvement areas alongside the TICS recommendations with regards to reducing modern slavery risks in our supply chain.



OUR TRAINING AND EDUCATION

As a responsible business, we support our colleagues and suppliers to have the knowledge to spot and report any issues relating to Modern Slavery. Outlined below are the training and education activities:

89% of colleagues completed mandatory digital learning by 31 March 2026

ALL COLLEAGUES

A dedicated Modern Slavery digital learning training module, which is part of the onboarding process and refreshed annually, that explains the various types of Modern Slavery and Human Trafficking, how to spot the signs and the various routes to report concerns. The module also tests understanding.

FRONT LINE COLLEAGUES

Front-line colleagues receive more in-depth training, and we have partnered with Slave-Free Alliance and UK Border Force at Manchester Airport, to review and update our front-line training provision. The improvements included the addition of a case study, more updated information and imagery and the content made more practical and direct to enable colleagues to identify and understand the signs to look for more easily. Each front-line colleague is provided access to the most recent Home Office Modern Slavery Booklet as further reference materials to support them.

PROCUREMENT TRAINING

Given their critical role in managing the supply chain, colleagues within MAG Procurement complete bi-annual Ethical Procurement and Supply training. This mandatory training includes focused modules on modern slavery, labour rights, anti-bribery and corruption, ensuring colleagues understand and can manage ethical risks within the supply chain.



Sustainability training has been embedded into procurement performance objectives. During FY26, the team completed over 109 courses through the online sustainability Academy.

109
Completed
courses in the
Academy by
MAG's team
in FY26

Our procurement function is aligned with Chartered Institute of Procurement and Supply (CIPS) best practice and ethical standards. Our procurement colleagues hold a mixture of CIPS and RICS (Royal Institute of Charter Surveyors) qualifications ranging from Student and Diploma levels through to fellow levels, which accounts for 65% of our team being certified within one of these qualification groups. This reinforces MAG's approach to modern slavery prevention, embedding principles such as ethical sourcing, transparency, supplier due diligence and responsible contract management throughout the procurement lifecycle.

We are currently developing a training assurance plan and framework for passholders to enable the Modern Slavery Working Group to have visibility of the activities happening between MAG, our strategic partners, local police and UK Border Force to minimise duplication and ensure alignment.



OUR STRATEGY AND PROGRESS

Outlined below is our current strategy, which has 5 pillars to support the implementation.

MAG Human Rights Strategy



During FY26 our 5 pillar teams have defined their objectives to support the implementation of the updated strategy, progress against these plans is monitored at our regular Working Group Meetings.

We have partnered with Slave Free Alliance to carry out an assessment of the new Transparency in Supply Chains (TISC) guidelines to help identify any gaps and to inform the next phase of our strategy.

One of our pillars is to improve our reporting and escalation practices. We have information sharing arrangements in place between control authorities and airports, raising awareness of numbers of cases reported and escalated across airports therefore, we are reliant on input from third parties to inform our data and trend analysis.

This year we have leveraged technology to enhance our escalation and reporting practices, developing an internal monitoring solution which allows frontline colleagues to report potential Modern Slavery cases through our Operational Control Centres.

Cases are then monitored through any subsequent investigation and outcomes incorporated into our Corporate People Dashboard Reporting to enhance data & trend analysis.

OUR PRIORITIES FOR FY27

We will continue to progress the action plans under our three-year strategy, with an externally focussed strategy day being held in Autumn 2026 to explore developments and emerging risks. Outcomes from this session will be brought to the MAG Executive Committee to ensure continued oversight and strategic alignment.

