

## MODERN SLAVERY STATEMENT

### INTRODUCTION

This statement is made by Aquila Air Traffic Management Services Limited in accordance with section 54 of the Modern Slavery Act 2015. It sets out the steps taken during the financial year ended 31 March 2026 to prevent modern slavery and human trafficking in Aquila's business and supply chain.

Aquila has a zero-tolerance approach to slavery, servitude, forced or compulsory labour and human trafficking. We are committed to conducting business ethically and to maintaining proportionate systems and controls designed to reduce the risk of modern slavery within our operations and supply chain.

### BUSINESS AND SUPPLY CHAIN

Aquila is a 50:50 joint venture between NATS and Thales UK. We provide Ministry of Defence military air traffic management capability and related services in the United Kingdom and at certain overseas locations, together with limited services for other customers. At 27 March 2026, Aquila had approximately 308 staff, the majority of whom were directly employed.

During the financial year ended 31 March 2026, Aquila engaged approximately 181 suppliers. The top 10 suppliers accounted for around 80% of total supplier spend, representing the highest concentration of supply chain exposure. Goods and services were also received from a limited number of overseas jurisdictions, which are included in Aquila's risk-based review approach where material.

### RISK AND DUE DILIGENCE

Aquila recognises that the highest inherent modern slavery risk is more likely to arise where it does not exercise direct management control, particularly in deeper tiers of the supply chain, through contingent labour arrangements, or in labour-intensive or geographically dispersed supply arrangements. We assess risk annually and apply due diligence during supplier onboarding, contract award and ongoing supplier management. This may include supplier questionnaires, review of published modern slavery information, use of recognised assurance sources, contractual controls and risk-based audit or review activity.

### POLICIES, REPORTING AND TRAINING

Aquila's approach is supported by its Modern Slavery Policy, Code of Conduct, Ethics Policy, whistleblowing arrangements, relevant people policies and procurement controls. Employees and others have routes to report concerns, including through management, whistleblowing arrangements and external reporting options where appropriate. During 2025/26, no modern slavery incidents were identified through Aquila's reviews, controls or reporting mechanisms. Awareness of modern slavery risk is supported through policy communication and targeted guidance, with further training development kept under review.

Overall accountability for this statement rests with the Aquila Board, supported by management and relevant functional teams.

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## APPROVAL

This statement was approved by the Board of Directors of Aquila Air Traffic Management Services Limited in June 2026 and is reviewed annually.

A handwritten signature in black ink, appearing to read 'PH', is positioned above the printed name of Peter Hitchcock.

**Peter Hitchcock**

Date: 14 July 2026

**CEO, Aquila Air Traffic Management Services Limited**

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