

PREVENTION OF SEXUAL HARASSMENT STATEMENT

- (1) Aquila Air Traffic Management Services Limited (Aquila) is committed to maintaining a workplace where everyone is treated with dignity, courtesy and respect, and where sexual harassment is not tolerated. We are committed to taking reasonable and proactive steps to prevent sexual harassment and to fostering a culture in which all individuals feel safe, valued and able to contribute fully.
- (2) Sexual harassment has no place within our organisation. We operate a zero-tolerance approach to unwanted conduct of a sexual nature and expect everyone who works for or on behalf of Aquila to uphold the highest standards of professional behaviour. This commitment applies across our UK and overseas operations and extends to employees, workers, agency staff, contractors, volunteers, apprentices, interns and job applicants.
- (3) Aquila's approach to preventing sexual harassment is supported by:
 - a dedicated Prevention of Sexual Harassment Policy;
 - clear standards of behaviour set out in The Aquila Way (Code of Conduct) and other Company policies;
 - mandatory training and awareness activities;
 - support and guidance for managers;
 - periodic risk assessments to identify and address factors that may increase the risk of sexual harassment;
 - measures to prevent and address third-party sexual harassment;
 - confidential reporting routes for concerns; and
 - prompt and appropriate action where unacceptable behaviour is identified.
- (4) The Company also recognises its responsibility to take reasonable steps to prevent sexual harassment by third parties, including customers, suppliers, contractors and visitors. We expect all individuals who interact with Aquila to treat our people with dignity and respect. Expectations regarding professional conduct and the prevention of sexual harassment are communicated through supplier onboarding activities, procurement processes, contractual arrangements and other appropriate business communications. We also encourage suppliers and contractors to maintain appropriate policies, procedures and training that support the prevention of sexual harassment within their own organisations.
- (5) Anyone who experiences, witnesses or becomes aware of sexual harassment is encouraged to speak up. Concerns will be taken seriously, managed sensitively and investigated fairly. Aquila will not tolerate victimisation or retaliation against individuals who raise concerns in good faith or participate in an investigation.
- (6) We regularly review our policies, procedures, training and workplace practices to ensure they remain effective and continue to support our commitment to preventing sexual harassment.
- (7) Creating and maintaining a respectful workplace is a shared responsibility. Through strong leadership, clear expectations and a culture of respect, Aquila is committed to providing a working environment that is free from sexual harassment and where everyone can thrive.

**Approved by the Aquila Executive Team
July 2026**



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