



Modern Slavery Statement

Financial Year ending 31 March 2023

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Our Reporting Entities

We consist of Alpha Flight Services Pty Ltd t/as dnata catering ABN 89 064 142 418 and its wholly owned subsidiaries:

1. dnata catering Australia Subsidiary 2 Pty Ltd ABN 34 003 836 440
2. dnata catering Australia Subsidiary 1 Pty Ltd ABN 35 003 530 685
3. Snap Fresh Pty Limited ABN 55 092 536 475; and
4. Alpha-ATS Pty Ltd ABN 98 094 789 796;

herein refer to together as “We”, “Our”, “Us”. Our annual reporting period is the twelve-month period ending 31 March.

Introduction

Modern Slavery includes trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services (**Modern Slavery**). Modern Slavery is a criminal activity, a gross violation of fundamental human rights and a growing concern globally.

Recognising that every area of business has the potential to be impacted by this issue, the Group has implemented a policy for the prevention, detection and reporting of modern slavery in all aspects of its business and supply chains.

As part of a global organisation with immense reach, the Group takes our moral and ethical obligation to combat Modern Slavery very seriously.

Organisation’s Structure, Operations & Supply Chains

We are subsidiaries of Alpha Flight Group Limited (a UK company), which is owned by dnata Catering Services Limited (a UK company). We form part of the group consisting of dnata, dnata world travel and Emirates, together with their subsidiaries (“the Group”) whose head office is located in Dubai in the United Arab Emirates.

The Group is an international organisation with business interests in aviation, air services, education, retail, travel, and hospitality. You can learn more about the Group on <https://www.theemiratesgroup.com>

The dnata group of companies is collectively one of the largest air services providers in the world, serving over 300 airline customers in 37 countries. Its main activities include ground handling, cargo, travel, and flight catering services.

We are an in-flight catering provider and ready-made meal manufacturer. You can learn more about our business on Our website, accessible on <https://www.dnata.com/en/global-network/australia>.

Organisation Structure and Consultation Process

Our operations consist of fourteen commercial aviation catering centres at airport locations around Australia, an airport terminal lounge at Melbourne and a ready-made meal manufacturing facility located at Brisbane. These operations are supported, directed and managed by a centralised common management structure and common boards of directors.

For these reasons, We can make this statement as a ‘collective mind’ on a joint basis and in consultation with the Group to ensure consistency with Group policies.

Our Supply Chains

A significant majority of Our suppliers are located within Australia. Our supply chain includes the following categories;

- aviation an airlines;
- bakery products;
- beverages
- cleaning & hygiene;
- confectionary and desserts;
- dairy;
- education & training;
- electrical;
- equipment & machinery purchase and maintenance;
- fleet purchase and maintenance;
- fruit and vegetable;
- government services;
- health services;
- internal;
- information technology;
- laundry services;
- logistics;
- office equipment and supplies;
- packaging;
- building and maintenance services;
- seafood, poultry & meat;
- professional services;
- recruitment and labour hire;
- security & fire services;
- telecommunications;
- travel;
- uniforms;
- utilities; and
- waste management.

A limited number of items including but not limited to merchandise and capital items are manufactured overseas before importation into Australia by Us.

Our Policies on Modern Slavery

We are committed to acting ethically and with integrity in all our business relationships. The Group has adopted an organisation-wide Anti-Slavery and Human Trafficking policy that advocates a zero-tolerance approach to Modern Slavery. As We are subsidiaries of the Group, we are required and proud to adhere to the Group's policies on Modern Slavery. A copy of the Group's policies on Anti-Slavery and Human Trafficking can be found here: <https://www.dnata.com/en/about/modern-slavery-act-transparency-statement>

We are committed to ensuring that there is no Modern Slavery in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in our supply chains.

Due Diligence Processes for Modern Slavery

We recognise that we cannot unilaterally solve the problem of Modern Slavery We have processes in place to assess risk, undertake due diligence and effect remediation. Our due diligence processes are supported by our whistle-blower protection policy which encourages 'speaking out' against illegal and unsafe practices.

We are part of a Group that is continuously evolving and improving. As part of this journey, practices and procedures will be adapted over time as their effectiveness is periodically reviewed. Our current due diligence practices consist of getting to know our suppliers through our supplier onboarding procedures, identifying suppliers where there is a known heightened risk of Modern Slavery and including in their agreements a contractual 'right of enquiry' for Modern Slavery due diligence. This process is further supported by our whistle-blower protection policy which assists and supports those who approach Us to identify potential Modern Slavery concerns.

Should We determine one of our suppliers may be engaging in Modern Slavery practices We will remove that supplier from our supply chain and take remedial action as deemed appropriate (including termination of suppliers).

Our Risk Areas

We acknowledge We operate in an industry where there may be increased risk categories of Modern Slavery in our supply chain due to the nature of Our suppliers that engage in the production, processing, packaging and transport of food and fibre*. Such categories may include:

PRODUCTION	<ul style="list-style-type: none">• Cocoa and coffee.• Direct source seasonal fruit and vegetables, seafood and flowers.
PROCESSING	<ul style="list-style-type: none">• Base skill processing labour.• Labour hire and agency.• Off-shore processing support.
PACKAGING	<ul style="list-style-type: none">• Raw materials such as paper and card.• Base skill packaging labour.
LOGISTICS & TRANSPORT	<ul style="list-style-type: none">• Laundry/ linen supply.
BUILDING SERVICES	<ul style="list-style-type: none">• Security, maintenance and cleaning.

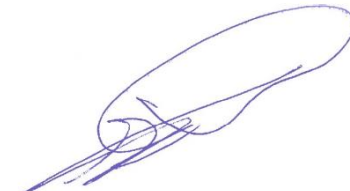
Further Steps & Recommendations

Our business strives for continuous improvement in all areas. During the financial year ended 31 March 2023, We reviewed and revised the contractual terms in our procurement contracts to increase the awareness of and requirement to comply with Modern Slavery policies. We are reviewing and looking to enhance Our wider Procurement process to ensure appropriate processes are in place and records maintained of on-going supplier audits. his is an evolving space, and we are committed to doing Our part.

This statement has been approved by one or more resolutions of the board of directors, in their capacity as principal governing body for Alpha Flight Services Pty Ltd t/as dnata catering ABN 89 064 142 418 and its wholly owned subsidiaries:

- dnata catering Australia Subsidiary 2 Pty Ltd ABN 34 003 836 440
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Endorsement



Hiranjan Aloysius
Chief Executive Officer
dnata catering, Australia

*Page 21 Modern Slavery: Risks, Rights and Responsibilities, A Guide for Companies and Investors a survey conducted by Australian Council of Superannuation Investors and conducted by KPMG